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TOWN OF NATICK

2014 Annual Report



PARK RULES

- DOG REGISTRATION**
 - All dogs must be registered with the town.
 - Dogs must be on a leash at all times.
 - Owners must clean up after their dogs.
- OPEN, HAZARDOUS, CLOSED, BASKET**
 - No open flames, fireworks, or other hazardous materials.
 - No alcohol consumption.
 - No smoking.
 - No littering.
- TRASH**
 - Please do not litter.
 - Please use the trash can.
- WATER**
 - No swimming.
 - No fishing.
 - No boating.
- OTHER**
 - No pets other than dogs.
 - No vehicles.
 - No bicycles.



TOWN OF NATICK, MASSACHUSETTS

Cover Photograph: John J. Lane Park, Speen Street

John J. Lane Park is a newly renovated 7.25 acre park located on Speen Street. Of the total area, the Town owns 3.25 acres and 4 acres are leased from the State. The term of the lease is for a period of 30 years at \$3,900/year. With the additional leased area, the Town was able to fulfill its vision for a largely undeveloped park to provide open space and recreational opportunities for the West Natick neighborhoods and entire community.

J.J. Lane Park features many amenities, including shade structures, seasonal restrooms, open fields, 2 volleyball courts – one sand, one grass – a bocce court, and playground equipment for kids ages 2 and up. Several paths meander through the Park, connecting the amenities and features, including a large bridge. Troop 7's Eagle Scout candidates installed several benches, reusing trees that were taken down during construction. These benches define and enhance a lovely grove area that can be used for story time and small performances. Fitness equipment will be installed this spring, also by Eagle Scouts.

The Park also features 25 community garden plots; this new program has been very successful in its first year of operation. Several of the Park's historical features were preserved, including the entrance pillars and relocated center pillar. Signage throughout the Park informs and directs people to the Park's amenities.

The Park's beautiful design has been recognized by the Massachusetts Recreation and Park Association, which has selected John J. Lane Park as the winner of the 2015 Design of Facility Agency Award. This award was established to recognize Recreation Departments that create and renovate facilities that greatly enhance their community.

The Park was designed by Weston and Sampson, in collaboration with the J.J. Lane Park Oversight Committee. Construction was completed by the Marini Corporation. Jon Marshall, Director of the Recreation and Parks Division of the Community Services Department, served as Project Manager. The Conservation Commission funded the project and pays the annual lease.

We are very pleased to welcome all residents to the J.J. Lane Park and hope you spend many hours enjoying this beautiful facility!

John J. Lane Park Oversight Committee Members:

Beth Baumann, West Natick Neighborhood Association representative

Bob Bois, Environmental Compliance Officer

Matthew Gardner, Chair, Conservation Commission

Arthur Goodhind, Supervisor, DPW Division of Land, Facilities and Natural Resources

Jon Marshall, Director, Community Services Division of Recreation and Parks

Mark St. Hilaire, Member, Recreation and Parks Commission

Wayne Szretter, Member, Recreation and Parks Commission

Martha White, Town Administrator

Roger Alcott, P.E., Project Manager, Weston & Sampson

Front & Back Cover Photographs Courtesy of Roger Alcott, P.E., Project Manager, Weston & Sampson

Dedication

Michael F. McDaniel, Jr.

The 2014 Natick Town Report is dedicated to long-time DPW employee and General Foreman Michael F. McDaniel, Jr. On February 4, 2014, Michael was killed in a work accident while he and his crew were performing emergency repairs on a water line on West Street.

Born and raised in Natick, Mike was a 1983 graduate of Natick High School. Michael was devoted to his wife Kathleen and daughter Caroline, and derived great pleasure from time spent in the company of his family and friends. Michael enjoyed many outdoor activities including fishing, working in his garden, playing sports and bike riding with Caroline. Michael loved his job, as evidenced by his 26 year career with the Town of Natick's Water Department.

This tragic accident shook Natick DPW and Town employees, the community of Natick, and public works employees across the state. They, along with Michael's family, friends and co-workers, deeply appreciated the support they received from neighbors, friends and the public.

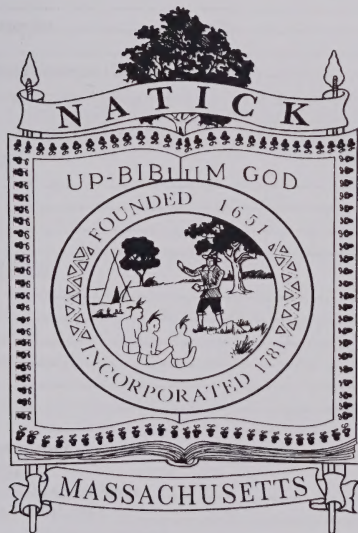
This accident was a terrible reminder of the dangers that may exist in familiar work environments and during routine operations. While the Natick DPW has well-established safety protocols and policies, and employees receive safety training, tragedies can still occur.

In losing Michael, we are reminded that our valued employees are individuals with families, interests, histories and hopes; they are men and women who perform essential and varied work throughout the year in support of the community and its residents. The water we drink, the roads we travel, the emergency medical assistance we receive, the education of our children, the library programs we enjoy – and so much more – are made possible by the good work of Natick's Town employees.

We thank and honor Michael F. McDaniel Jr. for his service to the Town of Natick and wish his family peace.



***235th Annual Report
of the
Town of Natick
Massachusetts***



Year Ending December 31, 2014

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Committee Application Form

Town of Natick
Board of Selectmen
13 East Central Street
Natick, MA 01760
(508) 647-6410
selectmen@natickma.org

Thank you for your interest in serving the Town of Natick. Please use this form for appointments made by the Board of Selectmen. You may complete this form by hand, download a Microsoft Word™ file from www.natickma.gov/selectmen, or provide equivalent information in another form. You may also provide a letter and/or resumé. After we receive your application, you will be contacted regarding next steps.

Position applied for: _____

Please check whether this is a ☐ new appointment or ☐ reappointment

Name: _____

Address: _____

Phone: _____

Email (optional): _____

Relevant experience: _____

Relevant education: _____

Please check whether you....

☐ are familiar with the State Ethics Law

☐ have attended a State Ethics Law seminar

Please check if you are enclosing a

☐ letter and/or a ☐ resumé

Signature: _____

Send to Board of Selectmen, 13 East Central Street, Natick MA 01760; fax (508) 647-6401

Retirees for Calendar Year 2014

<u>Name</u>	<u>Department</u>	<u>Date of Retirement</u>
Salvatore Arena	Town Department	2/28/2014
Robert Bois	Town Department	2/28/2014
Elizabeth Cugini	Town Department	2/28/2014
Gary Doucette	Town Department	9/17/2014
William Geissler	Town Department	8/19/2014
Peter Henderson	Town Department	11/18/2014
Orazio Magazzu	Town Department	10/28/2014
Holley Meyer	Town Department	9/30/2014
Pamela Morgan	Town Department	2/18/2014
Moir Munns	Town Department	8/28/2014
Steven Pagliarulo	Town Department	1/2/2014
James Sheridan	Town Department	3/27/2014
Peter St. Germain	Town Department	11/4/2014
Paul Thompson	Town Department	4/23/2014
Paul Tota	Town Department	4/1/2014
Elizabeth Aucoin	School Department	6/19/2014
Marilyn Gillis	School Department	10/31/2014
Sandra Linton	School Department	10/31/2014
Lorna Lochiatto	School Department	6/19/2014
Carolyn MacNeil	School Department	9/30/2014
Donna Moor	School Department	12/23/2014
Jeanette Potts	School Department	6/30/2014
Richard Powell	School Department	12/5/2014
William Presutti	School Department	9/2/2014
Catherine Ubaldino	School Department	1/31/2014
William J. Thistle	NHA	1/3/2014

Deceased Retirees in Calendar Year 2014

<u>Name</u>	<u>Department</u>	<u>Date of Death</u>
Nicholas Amendola	Town Department	5/25/2014
Margaret Condon	Town Department	10/15/2014
Joseph Crowley	Town Department	4/14/2014
Ann Dunn	Town Department	8/14/2014
Fred Hildreth	Town Department	8/4/2014
Donald Hoey	Town Department	10/29/2014
Kevin Keane	Town Department	11/16/2014
Frances MacLean	Town Department	9/17/2014
Shirley Maloon (survivor)	Town Department	10/14/2014
Jean O'Reilly (survivor)	Town Department	12/16/2014
Russell Sombaert	Town Department	6/26/2014
Leroy Spaulding	Town Department	12/16/2014
John Slamin	WSU	7/14/2014
Felix Coppellotti	School Department	8/13/2014
Angeline Graham	School Department	5/25/2014
Ernest Parker	School Department	8/23/2014
Betty Gladwin	School Department	12/1/2014
Joanne Tomasetti (survivor)	School Department	12/29/2014

General Statistics

Natick was incorporated as a Town on February 19, 1781

Location: 18 miles west of Boston
Area: 15.99 sq. Miles
Population: 30,096

Registered Voters: (as of December 31, 2014)

Democratic	7,401
Republican	2,526
Unenrolled	12,158
Libertarian	50
Green Rainbow	20
All Other	29
Total:	22,184

Voting Qualifications: Must be 18 years of age on or before Election Day, born in the United States or fully naturalized; a resident of Natick.

Registration of Voters: Town Clerk's Office, 13 East Central Street, Monday- Wednesday 8 AM-5 PM, Thursday 8 AM-8PM, and Friday 8AM-12:30 PM

Where to Vote (Precinct Numbers):

Brown Elementary School, 1 Jean Burke Dr.	(1)
Cole Recreational Center, 179 Boden Lane	(2)
Brown Elementary School, 1 Jean Burke Dr	(3)
Wilson Middle School, 24 Rutledge Road	(4)
Wilson Middle School, 24 Rutledge Road	(5)
Lilja School, 41 Bacon Street at Oak Street	(6)
Community-Senior Center, 117 East Central St.	(7)
Morse Institute Library, 14 East Central St	(8)
Community-Senior Center, 117 East Central St.	(9)
Memorial School, 107 Eliot Street	(10)

TOWN OFFICES:

Town Hall, 13 East Central St.

School Department	Town Hall, 13 East Central St.
Police Department	20 East Central St.
Fire Department	22 East Central St.
Department of Public Works	75 West St.
Morse Institute Library	14 East Central St.
Bacon Free Library	58 Eliot St.
Community-Senior Center	117 East Central St.
Council on Aging	117 East Central St.
Veterans Agent	117 East Central St.
Recreation and Parks	Cole Center, 179 Boden Lane

Legislative Representation

US Senators: Elizabeth Warren
Edward J. Markey

Representative in Congress: Katherine Clark

State Senators: Richard Ross, Precincts 6, 7, 9 and 10
Karen Spilka, Precincts 1-5 & 8

State Representatives: David Paul Linsky

Tax Bills: Due and payable in quarterly installments. Interest accrued on all taxes, betterments and liens not paid by the due date, at the rate of 14% per annum, on the unpaid balance, from the due date to the date of payment.



Board of Selectmen

2014

ELECTED TOWN OFFICIALS

		<u>TERM EXPIRES</u>
Board of Selectmen	Ostroff, Joshua, Chair	2015
	Hughes, Charles M., V. Chair	2016
	Mabardy, Nicholas S., Clerk	2017
	Jennett, Richard, Jr.	2016
	Connolly, John	2017
Board of Assessors	Dangelo, Janice M.	2016
	Hansen, Stephen	2017
	Reed, Molly K.	2015
Board of Health	Breda, Donald	2016
	Cole, Alan G.	Phys. To Bd.
	Delli Colli, Peter A., DMD	2015
	Wong, Ian L.	2017
Constables	Cigna, Ross	2016
	Flynn, Kevin	2016
	Lamont, Arthur	2016
	Roche, Stephen	2016
	Winer, Michael G.	2016

Board of Selectmen Photograph: Courtesy Donna Donovan

Housing Authority	Ball, Erica	2015
	Grogan, William	2015
	Kiely, Margaret E. (Governor's appointee)	2017
	Parish, David P.	2016
	Vinick, Ann	2019
Moderator	Foss, Frank W.	2016
Morse Institute Library		
Board of Trustees	Donovan, Kathleen	2018
	Goodman, Elliot M.	2018
	Keefe, Joseph A., Dr.	2018
	Mazor, Gerald	2018
	McCoubrey, Sally L.	2018
Planning Board	Evans, Teresa M.	2018
	Glater, Glen	2015
	Meyer, Andrew J.	2016
	Munnich, Julian J.	2017
	Nottonson, Peter	2019
Associate Member	Wadsworth, John	2019
Recreation & Parks Commission	Fair, Michael J.	2017
	Cugini, Richard	2017
	Ordway, Jessica	2016
	Ordway, David W.	2016
	St. Hilaire, Mark	2015
School Committee	Blanchard, Anne E.	2016
	Campbell, Thomas	2016
	Coburn, Frederick, Jr.	2017
	Laurent, Paul	2016
	Margil, David S.	2015
	Mistrot, Amy K.	2017
	Reed, Firkins	2015
Town Clerk	Diane Packer	2016

COMMITTEES APPOINTED BY BOARD OF SELECTMEN

TERM EXPIRES

Affordable Housing Trust Fund	Ball, Jay	2016
	DePasquale, Barbara D. (R.E. Rep.)	2015
	Duncan, Laura (Banking Rep.)	2015
	Glater, Glenn (Planning Bd. Rep.)	2015
	Johnson, Randy (Construction Rep.)	2015
	Mabardy, Nicholas S. (Selectmen's Rep.)	2015
Audit Advisory Committee	Berelowitz, Saul	2015
	Collins, Cathleen (Fin. Com. Rep.)	2016

	Hughes, Charles M.. (Selectmen Rep.)	2016
	Meyler, Stephen (School Com. Rep.)	2016
	Shusterman, Gerald	2017
Bacon Free Library Maint. Cmte.	Collins, D. Michael	2016
	Fox, Ruth	2017
	Manning, John	2016
	Wilson, Steve	2015
Bicycle/Pedestrian Adv. Cmte.	Hawley, Glynn	2016
	Kiely, Margaret	2017
	Levinson, Heather	2016
	Magee, John	2017
	McMahon, Michael	2016
	Pope-Lance, Deborah	2017
	Sullivan, Michael	2015
	Thayer, Chris	2015
Cable Advisory Board	Avitzur, Michael	2016
	Jones, Martha	2015
	Pinsley, Arnold	2015
	Szretter, Hank	2015
Cochituate Rail Trail Adv. Cmte.	Barrera, Joel	2016
	Camacho, David	2015
	Cugini, Richard (Recreation Rep.)	2017
	Henderson, Janice	2017
	Henry, Peter	2016
	Magee, John (Bicycle & Ped AC Rep.)	2015
	Ostroff, Joshua (Selectmen Rep.)	2016
	Schoenig, William (Planning Bd. Rep.)	2016
	Martha L. White, Town Administrator	
Community Devl. Adv. Cmte.	Duncan, Laura (Banking Rep.)	2016
	Glater, Glen (Planning Board Rep.)	
	Gove, Marjorie	2015
	Mabardy, Nicholas (Bd. of Selectmen Rep.)	
Conservation Commission	Bain, George	2015
	Gardner, Matthew	2016
	Makofsky, Jason	2017
	Raftery, Bernard	2016
	Rehl, Kathy	2017
	Richards, Jeffrey	2015
	Shepard, Douglas	2016
Contributory Retirement Bd.	Cahill, Virginia (Interim Comptroller)	Ex. Officio
	Drew, Robert J.	2017
	Given, David A.	2015
	Melchiorri, Michael	2017

	Reardon, B. Michael	2015
Council on Aging	Anzick, Helen	2015
	Ciarfella, Roberta	2017
	Goldstein, Richard	2017
	Greenstein, Donald	2017
	Hill, Joan	2015
	Merkowitz, Harriet	2016
	Mulcahy, Nancy	2016
	Oakley, Karen	2015
	Pandolfo, Salvatore	2017
	Salamoff, Susan	2015
Associate Member	Watjen, M. Susan	2016
	Ostroff, Jeanne W.	
Cultural Council	Cosmos, Jeanne	2015
	Dave, Swati	2015
	Keefe, Joseph	2015
	Konys, Christine	2016
	Shenker, Barbara	2015
	Tocchia, Raffaella	2016
Economic Development Cmte.	Williams, Katherine	2016
	Attia, Joseph	2015
	Community Development Dir.	2017
	Jennett, Richard P., Jr. (Selectmen Rep.)	2017
	Joseph, Paul	2016
	Laughlin, E. Scott	2017
	Landry, Douglas	2015
	Shamoian, David	2016
Elderly/Disabled Taxation Fund	Supple, Chris	2017
	Adams, Sheila	2016
	Dangelo, Jan (Board of Assessors)	
	Letner, Ralph	2015
	Roche, Stephen G.	2017
Fire Chief Screening Committee	Campbell, Thomas	
	DeLorie, Richard	
	Filledes, Tassos	
	Gloff, Carol	
	Hayes, Patrick	
	Hicks, Police Chief James	
	Salamoff, Susan	
	Tranfaglia, Richard (non-voting)	
Historical Commission	White, Martha	
	Evers, Stephen	2015
	Goodman, Elliot	2017

	Lyster, Virginia	2016
	Mancini, Anna	2017
	Rybacki, Michael	2017
	Sullivan, Maureen	2017
Alternate Members	Balcom, Margarita	2015
	Sheinmen, Patti	2015
Historic District Commission	Collins, D. Michael	2017
	Furrer, Jeannine K.	2016
	Labrie, Matthew	2015
	Marr, Patricia	2016
	Milford, Christopher	2015
	Parnas, Jean Pierre	2015
Alternate Member	Houghton, Duane	2017
	Subber, Adam	2015
Information Systems Adv. Bd.	Drolet, Lawrence	2016
	Gillenwater, Todd	2015
	Holz, John	2016
	Pyman, Aaron	2016
	Szretter, Hank	2015
	Varnum, James	2017
Katherine L. & Waldo Kennedy Trust Fund	Guest, Victoria (Reverend)	
	Hitt, Nancy (Reverend)	
	Liben, Daniel (Rabbi)	
	Strand, Jon (Reverend)	
Lookout Farm Adv. Cmte.	Bois, Robert (Con. Com. Adm.)	
	Chisholm, Christine (Dept. Agriculture Rep.)	
	Connolly, Michael (Building Insp.)	
	Mabardy, Nicholas (Bd. of Selectmen Rep.)	
	Shoemaker Ott, Sarah	2015
	Rehl, Kathy (Con. Com. Rep.)	
	Soderholm, Ken (Planning Board Rep.)	
	White, James (Board of Health)	
	Yannes, James A.	2015
MathWorks Scholarship Cmte.	Daniel, Valerie	2015
	Freitas, Lenore K.	2017
	Lightcap, Eric	2015
	Rosenberg, Steven	2016
Natick Center Cultural District	Elizabeth, Amy (Cultural Council Rep.)	
	Evans, Terri (Planning Rep.)	
	Girardin, Denise	
	Joseph, Paul	
	Lavalley, David	

	Levinsky, Steve	
	Levy, Michelle	
	McEacherin, Ginger	
	Ostroff, Joshua (Bd. of Selectmen Rep.)	
	Polansky, Kevin	
	Scott, Betty	
	Stetson, Linda	
	Sullivan, Maureen (Historical Commission Rep.)	
	White, Martha (Town Administrator)	
	Young, India	
Open Space Adv. Committee	Evans, Terri (Planning Board)	2017
	Kessel, Martin	2015
	Linehan, Michael	2016
	Lodding, David	2016
	St. Hilaire, Mark (Recreation Rep.)	2016
	Shephard, Douglas (ConCom. Rep.)	2015
	Wheeler, Bancroft	2017
Parking Advisory Committee	Attia, Joseph	
	Ball, Jay	
	Ciccariello, John	
	Fair, Arthur	
	Hicks, James, Police Chief	
	Jennett, Richard, Jr.	
	McKinley, Paul	
	O'Neil, Jack	
	Ostroff, Joshua	
	Reffett, Patrick Community Development Director	
	Southwick, Neel	
Real Property Disposition Cmte.	Collins, Michael (Citizen at large)	
	Hickman, Robert (Finance Committee Rep.)	
	Landry, Douglas (Citizen at large)	
	McGovern, Kelly (Citizen at large)	
	Nottonson, Peter (Planning Board Rep.)	
	Soderholm, Ken (Citizen at large)	
	Subber, Adam (Citizen at large)	
	Swiniarski, Christopher (Citizen at large)	
	Tullie, Kathleen (Citizen at large)	
	White, Martha (Town Administrator)	
Recreation & Parks Commission	Levine, Seth	2016
	Shea, Susan	2017
	Szretter, Wayne	2015
	Tutuny, Greg	2016

Recycling Committee	Arthur, Edward	2016
	Davis, Scott	2015
	Gaziano, John	2017
	Linehan, Michael	2015
	Miller, Terry	2015
	Vickers, Brinley	2017
Registrars of Voters	Awkward, Robert (Democrat)	2015
	LeFleur, Sandra (Republican)	2016
	Northgraves, Nancy (Republican)	2017
	Packer, Diane (Town Clerk)	2016
Walcott Fund Bd. Of Mgrs.	Guest, Victoria (Reverend)	
	Hitt, Nancy (Reverend)	
	Liben, Daniel (Rabbi)	
	Strand, Jon (Reverend)	
Youth Advisory Board	Azaria, Ruth	2015
	Chouinard, Margaret	2015
	Lagan, Sarah	2015
	Lemnios, Ashley	2015
	Ordway, Chautauqua	2015
	Wallace, Jake	2015
Special Municipal Employees	Natick Auxiliary Police	
	Cable Advisory Board	
	Constables	
	Moderator	
	Finance Committee	2015
Zoning Board of Appeals	Havener, Robert	2017
	Jackowitz, David	2016
	Landgren, Scott	2016
	Lee, Garrett	2017
	Mulkerron, Paul	2015
Associate Members	Durrane, Katherine	2017
	Polansky, Kevin	2016

COMMITTEES APPOINTED BY THE TOWN ADMINISTRATOR

TERM EXPIRES

Commission on Disability	Breda, Ann M.	2017
	Carew, Paul	Town Liaison
	Irvine, Barbara	2016
	Kelley, Timothy	2015
	Peters, Susan	2016
	Rich, Michael S.	2016
	Sherizen, Joan	2016
	Zalt, Lori	2015

Golf Course Oversight Cmte.	Chandley, Kevin	2016
	DiMasi, Nicholas	2016
	Fair, Arthur B.	2016
	Healey, Robert	2015
	Richards, George L., III	2015
Personnel Board	Kelley, Thomas	2017
	Levinsky, Steven	2015
	Ojimba, Erisa	2016
	Rosenman, Alan	2017
	Salamoff, Susan	2016
Safety Committee	Gusmini, David G. (Building Commissioner)	
	Hicks, James G. (Police Chief)	
	Hladick, Thomas (Public Works)	
	Hurley, Liam (School Department)	
	Lauzon, Lt. Brian (Traffic Safety Officer)	
	Refett, Patrick (Community Devel. Rep.)	
	Sullivan, Michael (Pedestrian & Bicycle Cmte. Rep.)	
	Ward, Robert (Citizen at Large)	
	Weisse, Joseph (Citizen at Large)	
	White, Rick (Fire Chief)	

MISCELLANEOUS BOARDS & COMMITTEES		TERM EXPIRES
Design Review Board	Chouinard, Wayne (Planning Bd. Rep.)	2016
	Keller, Saralyn (Planning Bd. Land)	2017
	Mancini, Anna (Historical Com. Rep.)	2017
	Shimshoni, Avigail (Downtown Rep.)	2017
	Traficonte, John (Planning Bd. Arch.)	2017
Trails Maintenance Committee	Conaway, Pat	2017
	Hanna, Sara	2016
	Watjen, Robert	2017
Town Forest Committee	Frykman, Peter	2017
	Gay, Francine	2016
	Kessel, Irene	2016
	Perkins, Peter	2016

COMMITTEES APPOINTED BY THE MODERATOR		TERM EXPIRES
Finance Committee	Adelman Foster, Karen	2016
	Barerra, Mari	2015
	Brown, Jimmy	2017
	Ciccariello, John	2016
	Collins, Cathleen	2016
	Coughlin, Catherine	2017

Evans, Bruce (Vice Chair)	2015
Everett, James (Clerk)	2017
Ferrari, Michael	2016
Freedman, Jonathan (Chair)	2016
Hayes, Patrick	2015
Kelleher, Mark	2015
Pierce, Jerry	2015
Resmini, Chris	2017
Shooshanian, Edward	2017

Pleasant Street Zoning Reclassification Committee

Griesmer, Paul (Pct. 7 Town Meeting Member)
Levine, Seth (Board of Selectmen Rep.)
Makofsky, Jason (Con. Com. Rep.)
Munnich, Julian (Planning Board Rep.)
Pierce, Jerry (Pct. 10 Town Meeting Member)
Quinlan, Nancy (Pct. 10 Resident)
Vitarelli, Greg (Pct. 9 Town Meeting Member)

OFFICIALS APPOINTED BY BOARD OF SELECTMEN

TERM EXPIRES

Police Chief	James Hicks	2017
Comptroller	Virginia Cahill	2017
Director of Veterans' Services	Paul Carew	
Emergency Management Director	Chief James Hicks	
Fire Chief	Richard White	
Labor Relations Consultant	Murphy, Hesse, Toomey & Lehane	
Lock-Up-Keeper	James Hicks	
Parking Clerk	Stephen Price	
Regional Transportation Advisory Council	Martha L. White	
Rep. To MBTA Advisory Board	Joseph Weisse	2016
Rep. To Metropolitan Area Planning Council	Theresa Evans	2016
Alt. To Metropolitan Area Planning Council	Joshua Ostroff	
Rep. To So. Middlesex Opportunity Council	Dorothy Kennedy	2017
Reps. To Metrowest Regional Collaborative	Joshua Ostroff - Peter Nottonson	
Reps. To So. Middlesex Regional Voc. School	Tassos Filledes	2015
	Stephen Kane	2017
Rep. To Metrowest Reg. Transportation Auth.	Charles M. Hughes	
Town Counsel	John Flynn, MHIL	2015
Veterans Burial Officer	Paul Carew	
Town Administrator	Martha L. White	2017
Fair Housing Officer	Joseph Merkel	
Liaison to State Ethics Commission	Richard Tranfaglia	

<u>OFFICERS APPOINTED BY THE TOWN ADMINISTRATOR</u>	<u>TERM EXPIRES</u>
Community Development Director	Vacant
Deputy Town Administrators	William Chenard (Operations)
	Jeffrey Towne (Finance)
Director of Department of Public Works	Jeremy Marsette
Animal Control Officer	Keith Tosi
Building Commissioner	David Gusmini
Local Building Inspector	Michael Connelly
Superintendent of Recreation & Parks	Jon Marshal
Sealer of Weights & Measures	Joseph Mulvey, *CS
Town Treasurer/Collector	Stephen Price
Tree Warden/Insect & Pest Control	Arthur Goodhind

2016

*CS - Civil Service

Section I

Reports of Departments, Boards & Committees

Board of Selectmen and Town Administrator

The Board of Selectmen and Town Administrator are committed to providing excellent service at good value for Natick's residents and taxpayers. Recent Annual Reports have expressed a message that is worth repeating here: our overarching goal is to deliver high quality services while ensuring that the Town's fiscal condition and long-range financial outlook are sound and strong. In ways large and small, our efforts and initiatives are intended to ensure that we can continue to provide high quality programs and services in a cost-effective manner while minimizing – to the greatest extent practical – undue taxpayer impacts.

We consistently strive to identify innovative responses to challenges we face and to develop cost-effective opportunities to continue or expand valued services. Often, and particularly during 2014, development of formal or informal partnerships and collaborations with outside entities allows the Town to address challenges or enhance services. Through a partnership with the MetroWest Regional Transit Authority (MWRTA), enhanced handicapped accessible transportation services will be provided to Natick residents, at minimal cost to the Town (just vehicle insurance and fuel). We also entered into agreement with the MWRTA such that they will provide the DPW with a new sign-making machine (replacing our 20 year old, far less sophisticated system) and the Town will make signs for the MWRTA as needed; they will supply all materials. This sign-making machine is valued at \$18,000.

In 2014, we collaborated with the Town of Framingham to solve a complex sewer issue. As Framingham advanced designs for a major sewer project in the Speen Street area, it became evident that the project would affect several Natick businesses. Decades ago, Natick Speen Street businesses were connected to the Framingham sewer system, as their lines ran along this section of Speen Street and Natick did not have service in close proximity. Under the new sewer system design, Framingham would no longer be able to provide sewer service to these Natick businesses. Through lengthy and complex negotiations, the communities ultimately reached agreement as to the design solution, cost-sharing of required engineering, and assignment of construction roles and responsibilities among the Natick DPW, the Framingham DPW and private contractors. The cooperation and collaboration between our communities enabled us to solve a vexing and urgent problem in a cost-effective manner.

Our communication and collaboration with the MBTA has been strengthened in recent years, and in 2014 we were successful in our effort to re-name the downtown commuter rail station from simply “Natick” to “Natick Center.” This change furthers our efforts to firmly establish the brand and identity of the Natick Center Cultural District. We further collaborated with the MBTA to advance the Town's goal to facilitate improvements to the Natick Center Commuter Rail Station, particularly accessibility improvements, which have long been identified as imperative. Discussions with the MBTA clarified the Town's responsibility to develop design plans; this responsibility is comparable to that required of communities when pursuing state/federal funds for road improvement projects. Accordingly, in 2013, the Board of Selectmen formed an MBTA Advisory Committee to conduct a feasibility study and develop a conceptual design for the Natick Center station. Utilizing an \$80,000 appropriation approved by Town Meeting, and pursuant to an RFP process, the Committee engaged McMahon Associates to assist them in the development of a Conceptual Design Plan, Draft Implementation Plan and Draft Purpose and Needs Statement. In June 2014, the Committee hosted a public meeting to solicit public input, which was submitted to the MBTA and MassDOT.

We will continue to advocate for this and many other transportation improvements to better serve our community. Notably, continued advocacy by the Town and our state delegation, particularly Representative David Linsky, has yielded results for the Marion Street Bridge, which is expected to begin replacement this

coming spring, with completion in the summer of 2016.

In 2014, the Town strengthened its longstanding partnership with Natick Center Associates as we worked together to advance the objectives and initiatives of the Natick Center Cultural District (NCCD). Development of the Cultural District's Strategic Plan, begun in 2013, continued throughout 2014. The Plan will serve as a roadmap for growth and sustainability of the District, while establishing accountability, success metrics, and timelines for achievement of goals. Through the Strategic Planning process, significant attention has been focused on governance of the Cultural District; that is, the role, responsibility and authority of Natick Center Associates, Board of Selectmen, downtown businesses, Town Administration, and others.

We anticipate that modifications to the existing Agreement and Memorandum of Understanding between the Board of Selectmen and Natick Center Associates will be presented in 2015. In addition to ongoing development of the Strategic Plan, several Cultural District initiatives were advanced in 2014, including completion of a public art project on the Town Common, development of a Walking Tour smart phone "app" for the Cultural District – subsequently supplemented to include Natick's walking trails - substantial improvements to the NCCD website, and more. Perhaps most importantly, the assimilation of the Cultural District's objectives and benefits into Natick Center Associates, a longstanding downtown business advocacy organization, and the partnership with Natick's municipal government, is reflective of a unified commitment to cultivating a lively and diverse downtown neighborhood.

In a related matter, the Administration, Board of Selectmen and our legislators worked with The Center for Arts in Natick (TCAN) to craft a license – unique to the needs and operations of this distinctive community asset – for the sale of alcohol incidental to appropriate events and artist performances. The negotiations that led to the issuance of this license reflected the shared goal that TCAN strengthen its financial stability and opportunities for expanded programming, while maintaining the Board's responsible approach with regard to the service of alcohol.

This year we also strengthened our collaboration with the Natick Soldier' System' Center through a Community Innovations Challenge Grant to evaluate opportunities to share services and reduce costs for the Town and the NSSC. Our evaluation to date suggests that opportunities may exist, but further evaluation of data is warranted. We also collaborated with the NSSC in the development of a successful MassWorks grant application for reconstruction of Kansas Street and the renaming of Kansas Street to General Greene Avenue, in honor of Major General Harold Greene, Commander of the Natick Soldiers' Systems' Center from 2009 to 2011, killed in the line of duty in Afghanistan on August 5, 2014. A formal rededication will be held on July 10, 2015.

In 2014, two studies were undertaken that involved collaboration between the General Government and School Departments. As approved and funded by the 2014 Spring Annual Town Meeting, the Recreation and Parks Division of the Community Services Department; the DPW Land, Facilities and Natural Resources Division; and the School Department Athletic Director are collaborating to develop a short and long range plan to identify and prioritize improvements to field and park facilities owned and utilized by the General Government and School Departments. In itself, the day-to-day maintenance and scheduling of these Town facilities necessitates collaboration between these departments. This study furthers this collaboration as these departments work together to evaluate the Town's overall recreational needs and the specific improvements needed at each existing facility.

The General Government and School Departments also partnered in an assessment of our respective

Information Technology networks. These networks are, for the most part, designed, operated and managed separately. Where connectivity has been necessary or advantageous, such as linking school video surveillance to the Police Department or the General Government financial system to the School Department, the differences in system configurations have presented significant challenges. In the larger context, it is well-recognized that consistent system configurations, shared network security methodologies, and other collaborations would strengthen the usability and security of the Town's Information Technology system – a system that requires, on an ongoing basis, significant financial investment by Natick taxpayers. The network assessment, which will be completed in early 2015, will identify such opportunities and the means and cost for implementation. We are grateful for the support and guidance of the Information Systems Advisory Board during this process.

The Board of Selectmen and Town Administrator also view Natick residents and taxpayers as our partners. We endeavor to develop innovative responses to challenges and identify creative, cost-effective opportunities to improve services for all residents and taxpayers. Importantly the Board and Administration strive to be always mindful of Natick's vulnerable population – those whose voices are rarely heard directly, but whose interests are as valued as those who are more engaged in political processes and decision-making.

At its tax classification hearing in November, the Board of Selectmen unanimously voted to continue a single tax rate for all property classes (notably residential, commercial and industrial). Natick's Boards of Selectmen throughout the years – with varied memberships, political affiliations and priorities – have consistently supported a single tax rate in the belief that this system best supports our community's solid business base while maintaining a comparatively low tax rate for residents. The FY 2014 tax bill for the average Natick residential taxpayer was \$6,459, the 4th lowest in the MetroWest region, and our tax rate was the 6th lowest of the same 18 communities. Importantly, of the surveyed communities, those with a "split" tax rate (that is, those with a higher tax rate for commercial, industrial and personal property) typically did not have a lower residential tax rate than Natick. The 2014 *Boston Magazine Real Estate Guide* named the Town of Natick as #1 for buyers "moving up," citing Natick's solid values, strong community "vibe" and good schools. Natick is widely recognized as a community offering varied and quality services at good value.

This being said, as noted, many Natick residents face significant financial challenges, including residents who raised families and lived here their whole lives and, often, have multi-generational family roots in Natick. Such challenges are not unique; the rising costs to deliver services for growing populations challenge every Massachusetts municipality and its residents. This challenge does not diminish our determination to respect the needs of these residents, consider their needs in our decision-making, and develop programs and policies respectful of residents' desire to remain in the community they love.

As examples, in 2014, the Town continued to expand and enhance opportunities through the Senior and Veterans' Tax Work-Off Program, through which homeowners can reduce their property tax obligation through work for a municipal department. Specifically, the Board of Selectmen amended Program regulations to provide that the hourly credit for Program participants would increase commensurate with increases in the Massachusetts minimum wage.

We also initiated a new partnership with the Natick Service Council to provide free Pay-As-You-Throw bags to residents in need, developed a system for on-line donations to the Elderly and Disabled Taxation Fund, and prepared an update of the Service and Savings Summary to connect residents with important programs and services.

This year we launched the “Natick Community Choice Electricity Supply Program” to provide eligible residents and businesses with lower pricing for electricity supply. Our Program’s launch is timely, given substantial NStar rate increases approved by the State Department of Public Utilities, effective January 1, 2015. Under the Town’s program, which will officially commence in January, 2015, residential rates will be 1.6 cents (10.7%) lower than the comparable NStar rates, commercial rates will be 1.2 cents (8.3%) lower and the industrial rate will be 7.4 cents (36.5%) lower than the comparable NStar rates. The average residential user will save approximately \$150 per year.

The Board’s continued commitment to and support for veterans was evident in its support for two additional intersection dedications in memory of those who lost their lives in service to our country; Cross and South Main Streets were dedicated to Warren and Wilbert Gay, and Fisher and North Main Streets were dedicated to Francis Fisher. Upon recommendation of the Natick Veterans’ Council and the Town’s Veterans’ Director, the Town has similarly honored many veterans over the years, documented in a publication developed by the Director of the Veterans’ Oral History Project, Maureen Sullivan.

And, of course, the Board of Assessors has continued its commitment to annually increase the property tax exemption available to qualified seniors, disabled veterans and blind taxpayers as allowed under several clauses of Massachusetts General Laws, Chapter 59 Section 5.

While not a direct financial benefit to taxpayers, the planned Citizen Leadership Academy facilitates, more than any other initiatives to date, informed community engagement. This 10-week program, open to interested Natick residents, is designed to facilitate and encourage residents to become informed and engaged in the community – its vision, policies, programs and activities. The first session will be held in early 2015.

As is typical in any year, the Board of Selectmen and Administration faced unexpected challenges. Perhaps most notably, the Logan Express service, long provided near Shopper’s World in Framingham, was temporarily relocated to Natick due to complete reconstruction of the Framingham facility, with almost no notice to the Town of Natick. The inevitable resulting safety and traffic issues presented challenges to the Administration, Board of Selectmen and Planning Board. Eventually, parking, access and egress, and other issues were resolved – at least to a satisfactory level – to allow the continued use of the subject property as the temporary location for Logan Express service. Construction at the Framingham facility is expected to be completed by mid-April, 2015, at which time Logan Express service in Natick will be discontinued.

In 2014, the Board of Selectmen was able to resolve a longstanding challenge, that being that a portion of Main Street and adjoining sidewalks were not owned by the Town; they were a part of adjoining privately-owned properties. Following prolonged negotiations with the subject private property owners, the Town acquired easements over the roadway and sidewalk areas. Attaining these easements was critical for the Town as funds cannot be expended on private property. With these easements, we can now plan improvements to the Main Street area, for which Town Meeting approved design funds in the Fall of 2014.

Numerous personnel changes in key management positions occurred in 2014. The first new employee to be introduced to the Board of Selectmen this year was Axel – the Town’s new K-9 “Police Officer.” Axel, a 2 year-old German Shepherd, is cared for, trained and handled by Officer Michael Mabardy. Most costs associated with this new program are funded through grants and donations. Axel has already provided good service to the Town!

Subsequent to the promotion of DPW Director Bill Chenard to Deputy Town Administrator for

Operations in 2013, the Town Administrator appointed Donald Ouellette to that position in May 2014. Don's tenure with the Town of Natick was brief; he resigned in August. In December, Jeremy Marsette began work as Natick's DPW Director. Jeremy comes to us having most recently served as Assistant DPW Director for the Town of Framingham. He is an accomplished registered civil engineer with over 18 years of professional experience in the planning, design, procurement, construction and management of public infrastructure and facilities. Jeremy's responsibilities in Framingham included oversight of human resource functions, preparation and administration of operating and capital budgets, and participation in the department's strategic planning initiatives. We welcome Jeremy to Natick and wish him a long, successful tenure here. We are very grateful to Tom Collins, DPW Deputy Director and Supervisor of Equipment Maintenance, for ably serving as Interim Director for several months during 2013 and 2014.

We also hired a Comptroller in 2014. Virginia "Ginny" Cahill had been serving as Comptroller, but in a consulting capacity, since the December 2011 resignation of the prior incumbent. We were very pleased to bring Ginny on as an employee in June. During Ginny's tenure, she has streamlined and modernized office functions and operations and enhanced collaborations with other divisions in the Finance Departments. Importantly, our audits have been much more favorable during Ginny's tenure!

We filled another Finance Department leadership position during 2014. Stephen Price was hired as Treasurer/Collector in August after the resignation of the prior incumbent earlier that month. Stephen came to us after serving for many years as Treasurer/Collector for the Town of Framingham. We are happy to have Stephen as part of our finance team!

We also welcomed a new Director for the Bacon Free Library. Meena Jain joined us in August, after the resignation of the prior incumbent in April. Meena's broad experience in virtually every aspect of librarianship, commitment to professional development, and proven track record of building effective partnerships with local organizations and Town departments made her an outstanding choice to lead "the Bacon" for years to come.

Patrick Reffett, Natick's Community Development Director for over nine years, resigned in November to accept a position in another community. Another key vacancy exists in the Community Development Department, following the resignation of the Economic Development Planner in June. This dual vacancy has provided an opportunity to evaluate the historic roles and responsibilities of these two positions, and determine if a re-alignment of those roles could enhance the department's effectiveness and ability to accomplish the goals of the department and the Town. At year end, we are actively recruiting candidates to fill the Director's position, which has been re-titled as Director of Community and Economic Development to reflect assignment of economic development responsibilities to the Director position. Discussion as to the role of the planner position (formerly Economic Development Planner) is still ongoing as of the end of 2014 and will continue into 2015.

Two key positions were filled in November. Susan Ramsay was hired as Director of the Council on Aging in November subsequent to the retirement of COA Director Moira Munns after 17 years of service to the Town of Natick. Susan brings extensive and varied experience in her work with senior citizens. Also in November, Jillian Wilson-Martin began work as the Town's Sustainability Coordinator. This is a new job title for the long-standing position of Environmental Compliance Officer, a position held by Bob Bois since 2002 until his recent retirement (note that Bob continues to serve part-time as the Town's Conservation Agent). Jillian comes to us from the private sector, where she helped small and large companies, including Fortune 500 companies, develop sustainability programs. We wish our retiring employees well and thank them for their valued service, as we welcome these new employees to our leadership team.

Following the retirement of Fire Chief James Sheridan in March, and pursuant the terms of By-Law Article 24, the Board of Selectmen appointed a Fire Chief Screening Committee. The Committee retained a consultant to assist in the recruitment and selection process, in particular to conduct an assessment center. The Committee recommended four finalists to the Board of Selectmen and, in December, the Board appointed Acting Fire Chief Richard A. White to the position of Fire Chief. Rick has served with the Natick Fire Department since 1980, rising through the ranks to the position of Deputy Fire Chief in 2002. Rick, a lifelong Natick resident, is devoted to the delivery of outstanding fire and emergency medical service to the Town of Natick. We congratulate Rick and wish him much success!

As 2014 comes to an end, the Board of Selectmen and Town Administrator thank Donna Challis for her 35 years of service to the community – almost all of it as Executive Assistant to the Board of Selectmen –and wish her well in her retirement. Donna's vast knowledge of the complex business of the Board of Selectmen, the innumerable State and Local laws and regulations that guide that business, and her extensive institutional knowledge have enabled her to provide outstanding service to the Board and the community. Thank you, Donna, and best wishes for a long and happy retirement!

While numerous management-level personnel changes have been noted in this report, the Board of Selectmen and Town Administrator wish to thank employees at all levels within the organization for their hard work and dedication to their operations and service to the residents of this community. We are also grateful to the many volunteers who help ensure the effective accomplishment of the Town's business. Between the Board of Selectmen and the Town Administrator, residents are appointed to no fewer than 30 volunteer committees. The dedication and vision demonstrated by literally hundreds of volunteers every year help make Natick such a unique and wonderful community. We are proud to serve this community and its residents.

Natick Board of Selectmen:

Joshua Ostroff, Chair
Charles M. Hughes, Vice-Chair
Nicholas S. Mabardy, Clerk
John J. Connolly
Richard P. Jennett

Martha L. White, Town Administrator

Human Resources Director

2014 proved to be both an exciting and challenging year for the Personnel department, which underwent a name transformation to Human Resources to more appropriately represent the responsibilities of the department.

This past year the Town witnessed a number of upper management moves related to retirements and resignations resulting in a very active recruitment year. Among some of the key positions filled were the Collector/Treasurer, Council on Aging Director, Assistant Council on Aging Director, Community Development Director, Director of Public Works, Executive Assistant to the Board of Selectmen, and Fire Chief. The department received a total of 893 applications/resumes for positions, which represented a 17% increase over the prior year.

The Administration is pleased to report that our continuous efforts toward succession planning have enabled us to often promote existing qualified personnel to more senior positions. We are pleased that during the past year we identified seven employees to attend a ten-week Supervisory Leadership program administered through Massachusetts Municipal Association. The employees were selected based on their dedication and desire to assume additional responsibility. We are pleased to announce that all participants have spoken highly of the program and have been able to draw on their training in their current as well as promotional positions.

One of the key additions during the past year was the addition of Sarah Farrar as Human Resource Coordinator. Sarah was brought on to work as a backup to payroll and benefits, two critical functions that serve both General Government and School employees, and for which no back-up has historically been available. The HR Coordinator also works closely with the Director of Human Resources; in this capacity, among other accomplishments, the department has significantly upgraded the Human Resource Web page, which now includes all non-union Classification and Pay Plan job descriptions, as well as Collective Bargaining Agreements covering the ten unions representing General Government employees.

In addition to the HR Coordinator, one of the department's key assets is the Benefits Manager, Linda Clark. Ms. Clark oversees the total benefit administration for twenty unions and over 1600 employees and retirees. The Benefits Manager has been instrumental in adhering to and advising Administration regarding the plethora of changes taking place as a result of the Affordable Care Act enacted by Congress.

One of the highlights of the past year was the restructuring of direct reports that report to the Town Administrator. This was a strategic effort implemented by the Human Resources Director when the Town approved funding for a second Deputy Town Administrator (one for Finance and one for Operations). Accordingly, the number of direct reports to the Town Administrator has been reduced, as the division heads within the Finance Department report directly to the Finance Director and those within the Community Services Department report to the Community Services Director. Further, we have delegated direct reporting of the Purchasing, Department of Public Works, Information Technology, and Facilities Management to the Deputy Town Administrator for Operations.

The department was instrumental in ushering in two new programs this past year that enhance both employee morale as well as career development. The first was a Years of Service recognition program which recognizes General Government employees for their loyalty and dedication to the Town. The Selectmen presented pins to employees who completed 20 or more years of service; the highlight of this event was recognition of Martha Jones, who has completed 40 years of service to the Morse Institute Library.

The Town Administrator and Human Resource Director made presentations to those employees who completed 5, 10, and 15 years of service at Department Staff meetings.

In addition, Administration supported and oversaw the first offsite Department Head Retreat, which enabled the Department Heads to focus on improved communications, strategic planning, goal alignment, and team building. The program was evaluated by those in attendance and received an overwhelming approval, with future scheduling requested.

The Town also continued a number of employee relations programs to enhance both employee understanding and camaraderie. One of the most fruitful events each year is the Annual Employee Appreciation Cookout, which grows larger in attendance every year. Another program that has been well received is the Lunch & Learn program, which this year was highlighted by a presentation made by an official from the Social Security Administration, as well as a Money Market Manager from John Hancock. In addition, the Town partnered with the Providence Bruins and was able to conduct two Natick Nights at the Dunkin Donuts Center in Providence attended by Town employees. The Global Corporate Challenge (GCC) has continued to see substantial growth in participation; through this program employees form teams and see which team can clock the most miles of walking or jogging. This year Natick's program was recognized by the GCC for exceeding its goal!

In closing, on behalf of Town Administration, the Personnel Board and the Human Resource Department, I thank the residents and employees of Natick for your support in making Natick a great place to both live and work, and look forward to another year of opportunity and growth.

Respectfully,

Richard D. Tranfaglia
Director of Human Resources

Town Counsel

2014 generated a wide variety of legal issues. Our work was primarily in the areas of weekly conferences with Town personnel, telephone conferences with and advice to Town personnel, and issues emanating from the Board of Selectmen, conservation, contracts, DPW, licensing, litigation, planning and subdivision, real estate, Town Meeting, and zoning

Town Meeting authorized the Board of Selectmen to acquire by eminent domain the Shaw Park property; amended the Zoning By-Laws to authorize by special permit a registered marijuana dispensary and to revise the Flood Plain District provisions; amended the By-Laws to include a civil fingerprinting requirement for solicitors and canvassers; established stabilization funds for inflow and infiltration and for one to one technology; established a regional tobacco control program revolving fund; increased the personal exemptions from real property taxes for elderly persons, disabled veterans and blind persons; authorized the Moderator to appoint a committee to study electronic voting by Town Meeting members; and authorized the Board of Selectmen to establish a tax increment financing plan standard for designated non-residential uses in the Downtown Mixed Use District.

One (1) cell tower case was resolved in favor of the applicant. One (1) gun case was resolved in favor of the Plaintiffs, subject to the Police Chief's right to impose reasonable restrictions on any permit or license issued. Three (3) zoning cases, one (1) liquor license case and one (1) water case were pending at the end of 2014.

Donna Challis retired in 2014 after thirty-four years of outstanding service to the Town of Natick. We will miss her impressive institutional knowledge, admirable patience, and subtle wit. We wish her health and happiness in her retirement.

Our firm, Murphy, Hesse, Toomey & Lehane, LLP is a law firm of thirty-two (32) lawyers. Partners David DeLuca, Associates Bryan Le Blanc, Michael Maccaro, Brandon Moss and Karis North, and Paralegals Paula Rivera and Bryanne Tartamella also worked on Town Counsel issues in 2014. We are grateful to the Board of Selectmen for providing our firm with the opportunity to represent the Town of Natick. We thank the Board of Selectmen, Martha White, William Chenard, Jeffrey Towne, Donna Challis, Maureen Fleming, Ann Wiles, and all Town of Natick employees and members of boards, commissions and committees for your assistance, support and patience. It is an honor to work with you.

MURPHY, HESSE, TOOMEY & LEHANE, LLP

By:

John P. Flynn

Town Clerk

The Town Clerk's Office serves as a gateway for the public with questions regarding local government services. The Clerk's office is the keeper of all vital records, (birth, death and marriages); issues dog licenses; raffle and bazaar permits; DBA certificates and maintains zoning and planning decisions. In addition, the Town Clerk is the clerk of Town Meeting and all election and Town Meeting records are maintained in the office. The Clerk is also the Chief Election Officer for the Town.

In 2014 the Office of the Town Clerk registered 450 new births, an increase of 7% from the previous year; 400 deaths, which is an increase of 12% from the previous year; and 183 marriages, an 11% increase. In addition to registering new records, the office also issues certified copies of all vital records. During 2014 the office issued 1,455 birth certificates, 540 marriage certificates and 2,500 death certificates. The office also issued 262 DBA (Doing Business As) certificates and licensed 3,195 dogs during the year. The total revenue raised was \$113,462, an increase of approximately 4% over the previous year.

In 2014 the office administered the Town Census (street listing) to over 17,000 addresses. The information gathered through the Annual Town Census is used to update the annual list of residents. Distribution of the Town Census and compilation of the data is required by Massachusetts General Laws. In April, after the majority of Annual Census forms are received and processed in the office, the Board of Registrars mails confirmation cards to voters who did not respond to the census. The street listing and confirmation mailings are used to update and maintain accurate voting lists.

Natick held two Annual Town Meetings, one in the spring and one in the fall of 2014. In addition, there was a Special Town Meeting in November 2014. The Annual Spring Town Meeting convened on April 8, 2014, and concluded its business in seven (7) sessions, dissolving on May 13, 2014. The Annual Fall Town Meeting convened on October 21, 2014, and concluded its business in six (6) sessions, dissolving on November 13, 2014. Special Town Meeting #1 convened and dissolved on November 18, 2014. Meeting minutes are included in this report and are available on the Town's website at www.natickma.gov.

During the year, the Town changed website platforms and the office was trained on using the new platform. Town Meeting has continued to support the ongoing project of restoring permanent Town records, approving an additional \$100,000 for this multi-year project. The Massachusetts Registry of Vital Records and Statistics rolled out a new web-based electronic registration system for death certificates (EDRS). All members of the office have been trained and are working with funeral directors to assure correct and timely registrations. This is the second phase of the rollout of electronic registrations for vital records. The electronic birth registration system was rolled out two years ago and a similar system will be rolled out for marriages within the next two years.

I would like to thank the Board of Registrars: Robert Awkward, Sandy LaFleur and Nancy Northgraves for their assistance during the elections. In addition, special thanks to Deb Blatz, Kerry Graveline and Nancy Hansen for their continued hard work and support.

Respectfully submitted,

Diane B. Packer, Town Clerk

Board of Registrars

The Board of Registrars, working with the Town Clerk's office, conducted three elections during 2014. The Annual Town Election was held on March 25, 2014 followed by the State Primary and Election on September 9, 2014, and November 4, 2014. The State Election on November 4th was busy and voter turnout was approximately 60%. The results for all of the elections are included in this report and are also posted on the Town's website at www.natickma.gov.

Over the course of 2014, over 1,562 voters either registered to vote or changed voter registration status. This is an increase of 36% over 2013 and can be attributed to increased voter interest and turnout for the November 2014 State Election. Every year the Board of Registrars conducts a voter registration drive during Natick Days. In addition, the Board also participates in at least one other voter registration drive each year at Natick High School.

In January 2014, The Board of Registrars mailed over 17,000 annual census/street listing forms to all residents as required by Massachusetts General Laws. After the returned census forms are processed the Board of Registrars mail pre-paid confirmation cards to all non-respondents to the Annual Town Census. In 2014, the Board mailed approximately 3,275 postcards, versus 5,300 the previous year. The Town is required to pay both outgoing and incoming postage on this postcard and the decrease in the number of postcards mailed represents a savings to the Town. Using the United State Post Office National Change of Address software the confirmation cards were mailed to the non-respondents' current address. This greatly increases the number that we receive back, allowing us to delete voters who have moved. This process improves and enhances the accuracy of our voting lists. At the end of 2014 the Board of Registrars was able to delete slightly over 700 voters had not voted in the last two State elections or responded to the census.

The Massachusetts Legislature passed a comprehensive election reform bill in 2014. The most significant change is that there will be early voting during the 2016 Presidential election. The regulations will be drafted during 2015 which will determine how the new legislation is implemented.

The Board of Registrars would like to thank all of the election workers (wardens, clerks, inspectors and students) for their continued dedication and hard work. A special thanks to Michael Linehan, Adele Rosenthal and Helen O'Malley for their continued volunteer service to the Board of Registrars. Our elections run smoothly because of the support that we receive from the Department of Public Works, Police Department, the School Department and the Facilities Management Department.

Respectfully submitted by Diane Packer on behalf of the Board of Registrars.

Robert J. Awkward
Sandra LaFleur
Nancy A. Northgraves
Diane Packer

Information Technology Department

Overview

In calendar year 2014, the Information Technology Department made substantial improvements in its applications deployment and migration, hardware upgrades, Public Safety Dispatch and DPW renovations. Town Meeting also approved two IT capital requests, the network assessment and telephone system upgrade. More committees are also moving towards a paperless environment with the Finance Committee now using Samsung Galaxy tablets to access the web based meeting agendas and packets hosted by NovusAgenda. In 2015, more tablets will be rolled out to various committees.

Major projects undertaken by the IT Department are

- Migration from in-house Microsoft Exchange email system to Google Apps for all Town employees.
- Deployment of new Permitting System in Community Development, Fire and Town Clerk departments. More modules to follow in 2015.
- Though still a work in progress, the preparation and design work for a planned migration to new web hosting provider, Civic Plus, has kept our IT Communications Specialist extremely busy. Cutover to the new site is anticipated in January or February of 2015.
- Working with Police, Fire, Facilities and vendors over the summer, the Public Safety Dispatch Center renovation was completed in late August of 2014. For IT, this involved providing the infrastructure to move dispatch to a temporary location, designing and overseeing the installation of new data and voice drops in the new dispatch center, cabling the new dispatch workstations and moving the dispatchers' computer equipment and phones into the new dispatch center, and installing a projector.
- The DPW second floor addition construction of the new space was substantially complete enough for IT to design a new data/voice and video network for the second floor and first floor, bid the job out, and selected a vendor. By late January 2015, the installation of the new network is scheduled to be completed.
- Replaced two aging Juniper firewalls in the Police HQ and Town Hall with new Sonicwall firewalls and upgraded the Town Hall Internet circuit from 100 MB to 800 MB.
- Initial stage of HVAC monitoring equipment installed in Cole Center, Ben-Hem, Community Senior Center and Public Safety Building
- The Network Assessment project is currently underway. This assessment, when completed and implemented, will provide tighter integration between the Town and School networks and will lay the foundation for the deployment of the new ShoreTel VOIP phone system, which is replacing our aging NEC PBX phone system.

On top of these projects are the day-to-day operations where we continue to provide broad-based computer and telephone services to municipal employees, as well as services provided to the community via the Town website. This includes upgrading and replacing aging and obsolete equipment such as PCs, servers, printers, network data switches, etc. Data services include but are not limited to network administration, database administration, website support, network security, end-user support, hardware and software support, and administration and municipal staff training.

Information System Advisory Board (ISAB)

The Information System Advisory Board (ISAB) has once again been an invaluable resource for the Town IT Department by providing experience and insight from the private sector. The ISAB is updated on all Town and School IT projects, including: conducting departmental reviews to assess IT needs, providing advice and assistance, and approving the bid specifications for the Network Assessment project.

Services

On a day-to-day basis the IT Department provides critical core services for the Town's telephone and computer networks. The administration and support of these complex networks and systems that run on them, account for a substantial amount of the department's resources and budget. The IT Department is currently responsible for the administration and maintenance of the following large systems:

- Tyler Technologies MUNIS© Financial Software
- NEC 2400 PBX Telephone System – 15 switches, ~702 telephones, Voice Mail Server, Call Accounting Server
- ShoreTel VOIP Telephone System and Voice Mail Server
- Town Computer Network – 300+ PC's/Laptops/tablets, servers, switches, INET fiber optic networking equipment, etc.
- Town Intranet and Internet websites
- Internet Access, Email, Network Security - Firewall
- Disaster Recovery, system backups, data replication systems
- Antivirus/Malware protection, Anti-spam screening for email

It should be noted each bulleted item has numerous subsets of responsibilities. This is a summarized list of work related activities and services provided by the IT Department.

Natick INET

The Town INET is a fiber optic network installed and maintained by cable company RCN as part of their license agreement with the Town. The INET provides telephone and computer connections to all municipal buildings via multi-mode/single mode optical fibers which all connect via the Public Safety IDF Facility. Typically, Town buildings have four (4) *single* mode optical fibers, with the exception of the Natick High School which has eighteen (18) *single* mode optical fibers.

The benefits of running all Town telephone, video and computer services over a private fiber optic network are significant in terms of cost savings and network bandwidth.

The Town's INET network has remained a stable and valuable asset to the Town and reliability of the network has continued to be an impressive 100% uptime.

Natick Website (www.natickma.gov)

The Town website is currently hosted by Virtual Town Hall (VTH), but in 2015 the Town will moving its website to a new vendor Civic Plus, a company that specializes in designing and hosting municipal websites. In addition, the Town maintains its own website server providing online mapping and assessment inquiries. Like Virtual Town Hall, Civic Plus features dynamic posting capabilities, in-depth searches and e-commerce functionality. A subscription service is available allowing anyone to sign up for an email of posted documents, which could include public meetings, agendas, schedules, minutes, etc.

All Town Departments are responsible for providing, maintaining and updating their department's content on the site. All departments have the ability to add/ remove documents on their website pages; create and edit their web pages as well as add and remove links on the web pages without any in-depth knowledge of web page design.

Security, Viruses, Adware, Spyware and Malware

As with most networks connected to the Internet, protection from hackers, spammers, malware and viruses

is an ongoing challenge and a security priority. The IT department protects the Town's network and all related resources by the use of a perimeter firewall with virus and malware scanning, content filtering, and blocking access to known nefarious websites. On PCs and network servers we use firewalls, as well as anti-virus and malware protection software. The reality of today's Internet world, however, dictates that no matter how vigilant, both from a physical and virtual perspective, there is no "fail safe" solution when it comes to network security. Communication, training and education of network users is just as critical in helping to avoid security breaches.

On The Horizon

In 2015, the IT Department will be busy redesigning the Town data network and upgrading the telephone system. A new look to the website will be revealed, the Community Services department has new cloud-based services coming online and the permitting system will continue to be deployed. As always, we will continue to look for innovative methods and techniques in identifying and implementing cost effective solutions to improve, streamline and protect the day to day IT operations and, just as importantly, facilitate easy access to data for both the Town and its citizens via the town website.

For more information on the Information Technology Department, visit the Information Technology Department web pages on the Town of Natick website (www.natickma.gov).

Sincerely,

Robert LeFrancois, Director Information Technology
robertl@natickma.org

Community Development Department

Mission Statement

The Natick Community Development Department is committed to the long-term interests of our community and to delivering high quality service to Natick residents and others seeking guidance or information from our department. The Department works to preserve and enhance the quality of life for citizens of Natick. Through our Boards and departmental staff we strive to proactively work with all stakeholders. The Community Development Department administers and enforces land development and building regulations – regulations adopted by the Town of Natick, the Commonwealth of Massachusetts and the Federal Government. In addition, the Department provides assistance to the public in understanding these regulations and other development related matters.

The Community Development Department is organized into six interrelated divisions.

Building Division

Planning Board

Zoning Board of Appeals

Conservation Commission

General Planning

Economic Development

Note that the Building Division and the 3 Boards/Commissions have submitted separate Annual Reports providing greater detail of their 2014 activity.

Departmental Staff

Several personnel changes occurred in 2014. **Patrick Reffett**, who served as Natick's Community Development Director for over nine years, resigned in November after accepting a position in another community. **Michael Gallerani** served as Economic Development Planner from November, 2013 to June 2014. This position was established in fiscal 2014 to develop and implement a comprehensive program to attract, retain and promote Natick businesses. At year's end, the Town Administrator is actively recruiting candidates to fill the Director's position, which has been re-titled as Director of Community and Economic Development to reflect assignment of economic development responsibilities to the Director position. The Administration is evaluating departmental needs to identify the skills and responsibilities that will best serve the department and community and assign these to the vacant planner position. As the Town's Environmental Compliance Officer, **Bob Bois** has been responsible for pursuing and implementing numerous energy and green initiatives. Bob retired in November after serving in this capacity since 2002. These responsibilities are now assigned to the Town's new Sustainability Coordinator **Jillian Wilson-Martin**, who reports directly to the Town Administrator. Bob continues to serve part-time as the Town's Conservation Agent.

David Gusmini, Building Commissioner, manages the Building Division and zoning enforcement, and oversees 2 full-time Building Inspectors as well as part-time plumbing/gas and electrical inspectors.

Annie Greel is Executive Planning Assistant for the Department and provides administrative support to the Planning Board. As Housing/General Planner, **Joe Merkel** is responsible for the preparation and implementation of a plan and program for the management of affordable housing, management of housing programs and projects (including 40B's), analysis of housing stock (affordable and otherwise), existing and future land use planning, and general planning matters.

Year-End Review

- In 2014, significant effort was devoted to the implementation of an electronic, permitting system to better manage permitting processes; electronically store data; reduce decades worth of plans, blueprints and permit paperwork; and assist in better serving the public. This is a collaborative effort across many departments, led by Community Development in conjunction with the Town's Communication/Information Officer. Once fully implemented, a common "language" will be used to record and maintain all land-use related records, dramatically increasing access to and sharing of critical data.
- The department's website continues to be updated and improved. Additional information has been provided regarding the various permitting processes for all divisions, as well as application forms and links to other areas of interest. We welcome input and suggestions to make the website more helpful and informative. We are also working on a system to accept payments at the Community Development counter; presently payments have to be made at the Collector's Office.
- A number of major development projects – primarily residential – were initiated or progressed in 2014. Redevelopment of the former "Paperboard" site commenced in 2014. Through this state-designated "Smart Growth" project, we anticipate receiving a total of approximately \$600,000 from the state; the Town Administrator has developed a spending plan for these funds including area drainage, recreational and traffic improvements.
- MathWorks continues to expand its presence in Natick, having purchased the former Boston Scientific site in 2013 to accommodate development of their "Lakeside Campus." While the plans for their building renovations and site work at this location have not been finalized, they have obtained a special permit from the Planning Board to construct an 800-space parking garage at this location. This follows MathWorks' 2013 completion of a new 166,450 square foot office building and 700-space parking garage at their Apple Hill campus. We are proud to be home to MathWorks, the world's leading developer of technical computing software for engineers and scientists in industry, government, and education. MathWorks employs over 3,000 people in 15 countries; 70% of their employees work at the Natick location.
- The Community Development Director served as lead staff person/project manager for multiple major roadway improvement projects that progressed in 2014; the Director's level of responsibility varies depending on the stage of the project, funding source, and level of involvement by MassDOT. Projects that advanced during 2014 included North Main Street (Route 27) from North Avenue to the Wayland town line (excluding the Route 9 interchange). This major project, the design of which is under the management of the Community Development Director, involves negotiation of easements, relocation of a historic home such that Bacon Street can be widened to allow a right-turn lane northbound onto North Main, complex utility issues, and more. As a separate but related project, the Director continued to collaborate with MassDOT in the redesign of the intersection of Route 27 and Route 9. In 2013, the Community Development Department was successful in obtaining a very competitive \$2.5m MassWorks grant from the State to reconstruct Kansas Street, which serves the Natick Soldier System Center; construction commenced mid-year 2014. The Director is also involved in the Route 9/Oak Street project, for which construction commenced in 2014; this project was approved by MassDOT as a joint project with the Route 9/Overbrook Drive intersection in Wellesley, requiring close coordination and collaboration with that community.

- In 2014, a partnership was formed with the Town of Framingham, MassDOT and the state Central Transportation Planning Staff (CTPS) to develop and evaluate conceptual designs for improvements to the Speen Street/Route 30 intersection and improved access to the Mass Pike. The Community Development Director is lead staff person on this initiative. The state is committed to work with our communities to see this project to fruition to alleviate congestion and facilitate better utilization of the highly visible and valuable properties in this area.
- Several non-roadway transportation projects were advanced in 2014, including the initiative to make improvements – including accessibility improvements – to the Natick Center MBTA Station; with funding authorized by Town Meeting, the Director provided support to an Advisory Committee formed by the Selectmen, through which preliminary design work was initiated in 2014. With the Parking Advisory Committee, the Director helped advance recent parking study recommendations into specific, implementable changes to designated parking zones, meter fees, parking regulations and more; implementation is anticipated in early 2015.
- Throughout 2014, the Director also worked with the Parking Advisory Committee to evaluate options for development of one or more parking garages in Natick Center. In 2014, site survey work was completed, and Articles were included on the 2015 Spring Annual Town Meeting warrant seeking authorization to file Home Rule Petitions to authorize 99-year leases at the Middlesex Avenue and South Avenue parking lots, and to allow the construction, operation and management of parking garages to provide public parking and any combination of residential, commercial or institutional uses.
- Throughout 2014, the Community Development Department continued to work with the Affordable Housing Trust Fund Board in their advocacy for appropriate affordable housing in the community. The Town has met the state-mandated 10% level of affordable housing; the North Avenue and Paperboard Redevelopment Projects will provide additional affordable housing inventory in 2014.

Since the Community Development Director's resignation, I have effectively served as Director of this Department, affording me the opportunity to work directly with the staff in the administration of the Office's responsibilities. I have been very impressed by the professionalism and proficiency consistently exhibited by the employees of the Community Development Department. This is a cohesive team in which employees are cross-trained, collaborate to solve problems and share a commitment to public service. I am grateful for the opportunity to work closely with this team, and thank them for their service. I also wish to express my appreciation to the volunteer members of the Community Development Department's affiliated boards and committees – the Planning Board, Zoning Board of Appeals and Conservation Commission – for their dedicated service to the community.

Respectfully submitted,

Martha White, Town Administrator
On behalf of the Community Development Department

Building Department

The Building Department consists of the following personnel: David G. Gusmini, CBO, Building Commissioner; Michael J. Connelly, Local Inspector; Eric Libby, Local Inspector; Scott Chavious, Part-time Electrical Inspector; Kevin Bouret, Assistant Part-time Electrical Inspector; Robert Dempsey, Part-time Plumbing/Gas Inspector; George Lessard, Assistant Plumbing Inspector; and Allan Sherman, Assistant Plumbing Inspector.

In 2014 the Building Department collected the following permit fees:

• New Building Permits	\$ 548,590.00
• Alteration Permits	691,582.20
• Electrical Permits	205,119.84
• Gas Permits	24,848.00
• Plumbing Permits	47,218.00
• Certificate of Inspections	<u>12,717.00</u>

\$1,530,075.04

Construction was completed at a number of sites this year:

- Walnut Hill Estates
- South Natick Hills
- Apple Hill 4
- Hunter Hill Subdivision (Phase I)
- Cider Mill Estates/Rockland Street

The following major projects are under construction:

- Sanctuary Estates – 99% complete
- Heavy Estates – 15% complete
- Granite Ridge Estates -- 98% complete
- Apple Hill I – 98% complete
- Hunter Hill Subdivision (Phase II) – 65% complete
- Natick Mews / Natick Paperboard 40R project –35% complete
- 57-58 North Avenue HOOP project – 92% complete
- 9 South Avenue project – 50% complete
- 42 South Avenue HOOP project – 20% complete
- 1 Dean Road / LA Fitness – 10% complete

There are ongoing improvements and new tenants at Natick Mall, Sherwood Plaza, and Sunnyside Plaza.

Respectfully submitted,

David G. Gusmini, CBO
Building Commissioner / Chief Zoning Officer

Conservation Commission

Conservation Commission Oversight and Protection of Wetland Resources

By way of background, the Conservation Commission is comprised of seven members appointed by the Town Board of Selectmen. The present Commission members have varying backgrounds, including biology, architecture, environmental law, teaching, civil engineering, environmental science and engineering, and landscaping. The primary responsibility of the Commission is to implement and enforce Article 31- Natick's Wetland Bylaw and Regulations, the Massachusetts Wetlands Protection Act and Regulations (Chapter 131, section 40 and 310 CMR 10.58), the Rivers Protection Act (310 CMR 10.58), Natick's Stormwater Bylaw and Regulations, the State's Best Management Practices for the Storm Water Management Policy, as well as to acquire and protect open space. In addition, the Commission advises the other Boards on matters that relate to the Aquifer Protection District, the Agricultural Preservation Act, and on various wildlife issues.

A half-time Conservation Agent and half-time support staff provide assistance to the Commissioners and the public on a daily basis. They provide support for semimonthly Commission meetings, frequently held Subcommittee meetings, and answer questions from the public and professional communities. They provide technical assistance and research on environmental issues, schedule hearings, prepare decisions made by the Commission, keep minutes and perform site inspections. Additional projects completed by staff include assisting on the Open Space Plan, completing grant applications and implementing special environmental projects.

Accomplishments this year (2014) include:

- **The chemical treatment for Lake Cochituate and Fiske Pond:** After years of working with the State DCR (the Department of Conservation and Recreation) and various parties to develop a whole lake solution that includes both non-chemical and chemical solutions to control nuisance weeds found in the Lake, the Commission approved a one-time chemical treatment for the Lake and Fiske Pond. At various times since 2006, a variety of chemical and non-chemical treatment options have been used to treat and control weeds in the Lake and Pond. Two years ago nuisance weeds were removed from Middle Pond and Fiske Pond using a combination of non-chemical techniques, including hand pulling, Diver Assisted Suction Harvester (DASH) and Surface Harvesting, and benthic matting. In the past, DCR completed chemical treatment of nuisance weeds in the state beach and boat ramp area of the Middle Pond. This year, DCR treated the Lake and Pond with the contact herbicide, diquat, with great success. The Lake and Pond remained weed free for most of the year. DCR plans to complete spot treatment efforts in the Lake and Pond in the spring of 2015, if needed.
- **The oversight of Landfill/Golf Course maintenance:** The Commission continues to monitor the Order of Conditions (OOC) for the Golf Course. Over the past year the Commission has reviewed the Integrated Pest Management Plan (IPM) Report and the Phragmites Control Plan and has decided to drop expensive sampling requirements for a more reasonable performance-based outcome using historical chemical application rates. The Commission is working with the Sherborn Conservation Commission to do the same on the portion of the Golf Course located in Sherborn. The Commission has agreed to pay for an expert to review the environmental data collected on the Sherborn side of the Golf Course and report findings in 2015.
- **The oversight of the Conservation Commission Website:** The Commission is continuing to maintain the Conservation Website, which includes the General Wetlands Protection Rules, Pegan

Regulations, Fee Schedule, and answers to Frequently Asked Questions (FAQ) regarding wetlands. In addition, the website includes the Wetland Bylaw, a procedures memo, agendas, and a member list. Other associated information, such as the Aquifer Protection District map, the Open Space map, the Cove Trail map, the Town Forest map, the Eisenmenger Trail map and the Stormwater Bylaw and Regulations, can be found on the Natick website at the Conservation Commission link at www.natickma.gov. The Commission is working with the Open Space Committee to complete trail maps for the remaining locations.

- **Open Space Additions and Improvements:** The Commission continues to work with two committees to help improve general oversight of properties under its purview. They are, the Trails Maintenance Committee, to help maintain existing town trails, and, the Town Forest Committee, to help improve the Hunnewell Town Forest. The Commission has allocated \$10,000 for trail maintenance in 2014. Furthermore, the Commission completed the preliminary design for the Cochituate Aqueduct Trail in West Natick and hopes to have the trail constructed in the spring of 2015. The Commission also spent \$1,036,705 for the construction of the new J.J. Lane Park in East Natick, which should be partially open in the spring of 2014. The Commission continues to fund \$100,000 for maintaining open space at the Organic Farm in South Natick, as well as \$50,000 to survey and maintain other properties under its care and control.

Over the past year, the Commission held 20 meetings to review projects subject to the Massachusetts Wetlands Protection Act and the Natick Wetland Bylaw in which it issued 19 Orders of Conditions, 20 Determinations of Applicability, 11 Certificates of Compliance, 5 Plan Changes and 2 Enforcement Orders. This is an increase in regulatory activity compared to last year.

And finally, the Commission continues to encourage potential applicants with marginal/potential wetland issues to come and talk to the Commission to determine if any type of filing is necessary. This gives the person a better understanding of the Commission's concerns he/she will need to address in the filing. This informal discussion, which occurs during the first half hour of the Commission's semimonthly meetings, has reduced the number of negative determinations and improved the overall quality of the filings of applicants who are not familiar with the filing process. The net effect of this effort has been fewer filings and less time spent in deliberations. The Commission has had 86 potential applicants take advantage of informal discussions. This is a two-fold increase over the number of informal discussion in years past. About two-thirds of these applicants were asked to return to the Commission with filings.

Stormwater Requirements

By way of background, in 2006 the Natick Conservation Commission added requirements to help protect Natick's valuable surface water resources. The new federally required Stormwater Requirements ("unfunded Mandate") were adopted in 2006 and copies of both the Stormwater By-Law and the Stormwater Regulations are found on the Natick website at the Conservation Commission's link at www.natickma.gov.

Under the Stormwater requirements any new construction, development or home improvement project that disturbs an area of land over 40,000 square feet may require the filing of a Land Disturbance Permit application with the Natick Conservation Commission. The application should detail a plan to control erosion of land during construction and a plan to manage and maintain stormwater systems on-site over the long term. Lesser land areas of disturbance are covered by the Stormwater Requirements as well, but only require techniques to control land erosion during construction. Over the past year, the Commission has reviewed and approved three Land Disturbance Permits.

Planning Board

Established pursuant to M.G.L. c.41 s 81, and the Town of Natick Charter, Article 3 section 11, the Planning Board is the elected body with jurisdiction that includes approving, modifying, or disapproving all proposed subdivision applications, all proposed special permit applications for commercial development in the Regional Center (RC) and Highway Corridor (HC) overlay districts in the Route 9 area, determining the qualification of applications for "Approval Not Required" plans, and providing Zoning By-Law recommendations for Town Meeting action.

The Planning Board is also charged to:

- Prepare, adopt, amend and implement a Master Plan for the Town (M.G.L. c.41 s.81 D)
- Adopt, administer and amend Subdivision Rules and Regulations
- Act as a Special Permit Granting Authority (SPGA) when applicable
- Approve Site Plans when applicable
- Administer the Aquifer Protection Bylaw when applicable.
- Recommend designation of, and hold public hearings on, requests regarding the Scenic Roads Act.
- Appoint three members to the Design Review Board
- Review and issue Special Permits for signage in the Highway Overlay Districts along Rte. 9
- Serve as the Smart Growth Plan Approval Authority (PAA)

In 2014 the Planning Board held 27 regular meetings as well as numerous site visits and working group meetings. There were 53 separate decisions filed by the Planning Board.

Among these were site plan review and special permits (including modification of site plan review and/or special permits) on the following applications:

- Walnut Hill School Phase I & II
- Sherwood Plaza South Phase I
- FedEx Office Building
- TJX (Natick)
- Cole Center North Field
- Mitchell Gold & Bob Williams Home Furnishings
- Sprint Spectrum, T-Mobile, MetroPCS
- Todos Dance & Fitness
- Rice Theory Thai Restaurant
- Cloverleaf Mall

Prior decisions which were subject to review for minor modifications included the Natick Paperboard site, as well as numerous signage applications. The Board endorsed several plans of lot border changes as qualified Approval Not Required plans.

The Board participated in several other initiatives through appointment from its membership to the Open Space Advisory Committee, Affordable Housing Trust Fund, Community Development Advisory Committee, Lookout Farm Advisory Committee, and Metrowest Regional Collaborative.

With funding in place for an update to the Zoning By-Law and in concert with the goals expressed in Natick 360, the Board continues to work with the Zoning By-Law Review Committee to identify gaps, deficiencies, and inconsistencies in the Zoning By-Law. This process includes changes to the organization of the Zoning By-law and its re-codification.

The Planning Board continues its commitment to the development and maintenance of an inventory of affordable housing in Natick and to promote, foster and enable an economically, socially and culturally vibrant, and diverse Natick Center. Recognizing the contributions of related Town boards and committees, the Board endeavors to regularly engage with these bodies, including the Zoning Board of Appeals, Conservation Commission and the Design Review Board.

The Board extends its appreciation to Patrick Reffett who served as the Community Development Director for the last nine years, and wishes him well in his position as Director of Planning for the Town of Hamilton, MA. The Board also extends its appreciation to Executive Planning Assistant Annie Greel for her hard work on behalf of the Board and the Town and also acknowledges the contributions of Mark Coviello, Town Engineer, for his technical assistance in many of the cases which appear before the Board.

Respectfully submitted,

Town of Natick Planning Board
Peter Nottonson, Chair
Terri Evans, Vice-Chair
Julian Munnich, Clerk
Glen Glater, Member
Andrew Meyer, Member
John Wadsworth, Associate Member

Zoning Board of Appeals

The Natick Zoning Board of Appeals (the “Board”) operates pursuant to applicable provisions of Chapter 40A of the Massachusetts General Laws and the Town of Natick Charter and By-Laws. The Board consists of eight members consisting of five regular members and three associate members. Appointed by the Board of Selectmen, the composition of the board is modeled upon having at least one attorney, one architect, and one civil engineer or builder. All positions are completely voluntary and are in no way compensated with Town funds. The Board elects a Chair, a Vice-Chair, and a Clerk.

The Town of Natick *Zoning By-Laws* set forth, among other things, the use and dimensional requirements which have been established for the various zoning districts of the Town, as well as procedures and standards which prescribe methods by which to seek relief from those requirements. The Board has the power to hear and decide the following petitions:

- ❖ Requests for variances from the regulations of the *Zoning By-Laws* – for example, a variance to allow the construction of an addition to a home that does not meet the current setback requirements.
- ❖ Requests for relief (appeals) from persons aggrieved by reason of their inability to obtain a permit from certain administrative officials under the provisions of Chapter 40A of the Massachusetts General Laws.

- ❖ Requests for Special Permits as allowed within the *Zoning By-Laws* when the Board is designated to act as the Special Permit Granting Authority.

The majority of the applications received by the Board concern residential properties such as additions to existing homes, known as “pre-existing non-conforming structures.” The Board also hears cases under the Massachusetts State Statute *Chapter 40B*; which enables local Zoning Boards to approve affordable housing developments under more flexible rules if at least 25% of the units have long term affordability. The statute is designed to bring a town’s overall affordable housing stock to 10%.

Working with other Town Boards and Commissions, as well as various Town Departments including Engineering, Public Works, and Board of Health, the Board seeks input from them relative to their respective areas of expertise. This insight enables the Board to weigh all relevant and pertinent information on a petition and helps inform decisions made by the Board.

The Board meets regularly on Monday nights once a month. In 2014, the Board received 62 petitions, with filing fees totaling \$15,550. These fees cover the cost of legal advertisements and abutter notifications, as required by law. Of these applications, 55 were granted conditionally, 0 were denied, 6 were withdrawn and 1 is ongoing.

The Board wishes to recognize and thank the staff of the Town’s Community Development Office for its support throughout the year, and especially their Administrative Assistant, Maegan Cox, who offers great contributions to their functional ability.

Each volunteer member of the Zoning Board of Appeals looks forward to his/her continued service. We will continue to work together to provide the town and townspeople of Natick a valuable service.

Respectfully yours:

Scott W Landgren – Chair
David R Jackowitz – Vice Chair
Garrett J Lee – Clerk
Paul T Mulkerron – Regular Member
Robert E Havener – Regular Member
Kevin P Polansky – Associate Member
Katherine M Durrane – Associate Member

Sealer of Weights and Measures

Weights and Measures may be ranked among the necessities of life to every individual of human society. They enter into the economical arrangements and daily concerns of every family. They are necessary to every occupation of human industry; to the distribution and security of every species of property; to every transaction of trade and commerce; to the labors of husbandman; to the ingenuity of the artificer; to the studies of the philosopher; to the researches of the antiquarian; to the navigation of the mariner, and the marches of the soldier; to all the exchanges of peace, and all the operations of war. The knowledge of them, as in established use, is among the first elements of education, and is often learned by those who learn nothing else, not even to read or write. This knowledge is riveted in the memory by the habitual application of it to the employment of men throughout life.” John Quincy Adams – Extract from the Report on Weights and Measures by the Secretary of State, made to the Senate on February 22, 1821.

The Department of Weights and Measures enforces the Massachusetts General Laws relating to Weights and Measures. It tests, inspects, seals, and/or condemns weighing and measuring devices used in the sale of commodities to consumers. This includes scales, weights, gasoline meters, oil truck meters, taxi meters, and point of sale scanner systems. It also investigates sales transactions and practices upon initiative and upon complaint, and commences legal action for violations of laws.

During the period January 1, 2014, through December 31, 2014, one vehicle scale with a capacity greater than 10,000 pounds was tested, adjusted, and sealed. Seven scales in the one hundred to one thousand pound category were tested and sealed. In the more than ten but less than one hundred pound category, eighty-eight scales were tested, three were condemned and subsequently repaired, and all were sealed. Ten scales and balances in the under ten pound category were tested and sealed. Nineteen metric and ten apothecary weights were tested, found correct, and sealed. In the Liquid Measuring Device category, one hundred and forty-eight gasoline meters were tested and sealed. Eleven vehicle tank meters were tested and sealed. Four bulk storage meters were tested, three required adjustment, and all four were sealed. Twenty-seven taxi meters were tested and sealed. Eight scanning systems were inspected. Seven were found meeting prescribed standards of accuracy. One system failed and later passed on a follow-up inspection. Trial re-weighings of pre-packaged commodities were conducted. Civil citations were issued where weights and measures violations were found. The total fees for sealing and certifications amounted to \$6,754.00.

Respectfully submitted,

Joseph J. Mulvey
Sealer of Weights and Measures

Finance Departments

Created under Article 1 of the 2012 Spring Annual Town Meeting, the Town of Natick Finance Department contains three (3) divisions: Assessors', Comptroller's and Collector/Treasurer's. The main purpose of the Finance Department is to professionally and responsibly manage the Town's finances. We do so by: (1) maintaining current and accurate data about all financial activities of the Town; (2) maintaining internal financial controls and procedures that govern all aspects of municipal finance; (3) meeting the requirements set forth by Massachusetts General Laws that govern municipal finance operations; (4) providing timely and accurate financial information to the various stakeholders of the Town (Boards, Committees, Administration, Department Heads, etc); and (5) safeguarding the financial assets of the Town. The Town was very fortunate to have had the services of Michael Walters Young as its Deputy Town Administrator/Finance Director for many years. Mr. Walters Young established excellent financial standards and practices which really helped to solidify the Town's financial footing. He assured a smooth transition for me to take over and I greatly appreciate the financial legacy that he left for me to follow. The Town wishes nothing but the best of luck in all your future endeavors, Mr. Michael Walters Young.

The Town experienced great turnover in three of the four key positions for the Finance Department. I was hired and took office in January 2014. The Comptroller, Ms. Virginia Cahill, was hired and took office in February 2014; and Mr. Stephen Price, the Collector/Treasurer, was hired and took office in August 2014. While all three are new to the Town of Natick, collectively we all have extensive municipal finance/treasury/collection experience. I look forward to combining our talents and experience with Ms. Dangelos' experience and talents as the Director of Assessing to provide the best financial management team for the future.

In Fiscal Year 2015 and beyond, we will continue to strive for excellence in customer service and municipal financial management. The staff of the Finance Department is here to serve the community at all times.

Respectfully submitted,

Jeffrey C. Towne
Deputy Town Administrator/Finance Director

Board of Assessors

The Board of Assessors respectfully submits its annual town report for 2014.

Natick continues to increase in value and has strong building permit activity. We are fortunate to continue adding new growth to the tax base. The Fiscal Year 2015 tax rate has been set at a single rate of \$13.82; this is a decrease of \$.36. South Natick Hills Complex has continued to add many new family homes to Natick, and will continue to contribute to Natick's revenue stream. The Assessor's Staff has concluded a residential field review; well over 8,000 parcels were reviewed for accuracy and consistency. The field review will add to the equitable assessing of all properties, even though they have not sold. The staff will continue to inspect all sales, building permits and abatement requests to assure consistent and accurate assessments. The Assessor's Office will continue to request the assistance of taxpayers with providing answers to the sales questionnaires. Again in FY2015 there will be a penalty added to commercial and mixed use properties for failing to answer Income & Expense Requests. The process of returning Income & Expense Reports helps

the staff assess all income producing property fairly. Taxpayers are urged to review Assessor's records to verify property information.

The Board of Assessors granted 291 Personal Exemptions to qualified property owners in Fiscal Year 2014, the combined total granted was \$298,598.06. There were an additional 29 Senior Workers; the total exempted amount for Seniors was \$29,000.00.

		Count	Total
42	Spouse of officer/firefighter killed in line of duty	1	\$7,548.01
17D	Senior/surviving spouse	43	\$10,723.34
22D	Surviving spouse	2	\$11,190.86
22 (a-c)	Veteran 10% disabled	118	\$67,260.00
22A	Veteran loss of limb	1	\$1,068.75
22B	Veteran multi limb loss	1	\$1,181.25
18	Hardship	1	\$250.00
22E	Veteran 100% disabled	28	\$39,900.00
37A	Blind	28	\$19,950.00
41A	Deferral	18	\$67,666.85
41C	Elderly	50	\$71,250.00
Senior Work	Work Program	29	\$29,000.00
	Total Amount Granted		\$327,589.06

In Fiscal Year 2014 the Board of Assessors committed for collection:

Real Property: \$91,720,863.99

Personal Property: \$1,715,801.51

Supplemental Tax (Chap. 59 Sec. 2D): \$445,880.02

In Fiscal Year 2014 the committed excise totaled \$ 4,897,173.73.

The Assessors' Office received 101 abatement applications for real estate, supplemental and personal property for Fiscal Year 2014. The staff inspected and reviewed the applications received. The Board of Assessors issued 31 abatements for real estate and supplemental bills totaling \$48,779.02. There were 6 Personal Property abatements granted totaling \$737.08.

For Fiscal Year 2014 there are 15 pending Appellate Tax Cases, 5 are Telecommunication Companies, 6 are Commercial Properties, and 4 are Residential properties. There are a total of 45 open appeals: they date from 2004 thru 2014 inclusive. Telecommunication cases make up the largest number of open cases; there are 32 telecommunication cases yet to be closed. The Town continues to have a potential liability in all years. The town must continue to maintain a significant balance in the overlay account until all of the appeals are settled.

The free trash bag program for qualified seniors has continued. The qualified residents have received 2,352 sleeves of bags. The Elderly and Disabled Tax Committee have been able to assist ten applicants with a total award of \$9,325.00. The Committee wishes to thank all of the residents who have generously contributed to the fund.

Meetings of the Board of Assessors are scheduled and are posted at Town Hall. The assessment data and all forms and applications are available on our website <http://www.natickma.org> (please select Assessor's Office).

The Assessor's Office Staff will continue to provide residents with accurate assessment data. The Assessor's Office is open daily to assist residents and will be committed to providing any and all support needed to answer all questions and concerns. The Assessor's Office is open Monday, Tuesday, and Wednesday 8:00

A.M. to 5:00 P.M., Thursday 8:00 A.M. to 8:00 P.M. and Friday 8:00 A.M. to 12:30 P.M.

Respectfully Submitted,

Janice M. Dangelo, MAA
Chairman of the Board of Assessors
Director of Assessing

Comptroller

In compliance with Massachusetts General Laws Chapter 41, Section 61, herewith is the annual report of Town Comptroller's Department for the fiscal period July 1, 2012, through June 30, 2014. All invoices and payrolls presented by Town Departments were examined for their accuracy and compliance with state law prior to payment.

Monthly appropriation status reports were forwarded to Town Departments and Committees/Boards legally charged with the expenditure of Town funds.

Ledger reconciliation of various types, including, but not limited to, fund balances, cash, receivables and liabilities was performed on a more timely basis which is helpful in ensuring the accuracy of the financial records of the Town and resulted in the following:

- A timely free cash certification as of September 26, 2014.
- The FY14 audit was completed by December 17, 2014, the earliest completion date in recent years.
- The FY15 tax rate was approved in a timely manner with the combined efforts of the Assessor and Comptroller.
- The FY14 Schedule A was submitted to the Department of Revenue December 23, 2014.

I would like to thank the dedicated staff of the Comptroller's office for its service to the Town throughout Fiscal Year 2014. Everyone was diligent in his/her efforts to ensure another successful year-end close. It is with the unwavering assistance of these people that I am able to produce the enclosed "Financial Reports" for the Town of Natick 2014 Annual Report.

Respectfully submitted,

Virginia Whitney Cahill, Comptroller

Treasurer/Collector

The staff members of the Collector/Treasurer's Office worked diligently to serve the citizens of Natick throughout Fiscal Year 2014. This year, despite being understaffed and without senior leadership, was a true testament to their dedication, knowledge, experience, and willingness to happily serve town residents in person, at the collector's window or over the telephone. Due to their hard work the Town remains very solid financially.

The following represents the percentage of the net tax levy collected through the 2014 fiscal year:

Total Tax Levy: \$93,660,733.03

Overlay Reserve for Abatements: \$1,040,464.62

Net Tax Levy: \$92,620,268.68

Overlay Percentage of Net Tax Levy: 1.1%

Amount Collected through 06/30/2014: \$91,689,063.17

Percent of Net Tax Levy Collected: 98.9 %

The following represents the Town of Natick's borrowing in Fiscal Year 2014 for various capital projects and equipment:

The Town of Natick issued General Obligation Bonds in the amount of \$11,298,750. As part of that total, the Town refinanced the outstanding bonds for the Wilson School, which resulted in a savings to the Town in the amount of \$711,587 over the remaining term of the bonds. The "new money" issued, \$6,083,750, was used to fund various projects that had been approved by Town Meeting.

Of the nine competitive bids received, Fidelity Capital Markets was awarded the bid of the Town's fifteen year debt, at a true interest cost of 1.777045%, which included a premium of \$1,087,343.92. Additionally, The Town of Natick entered into a loan agreement with the Massachusetts Water Resources Authority to secure a five year sewer bond in the amount of \$755,700, which is interest-free, throughout the term of the loan.

Once again in 2014, Standard & Poor's Rating Agency affirmed Natick's rating as "AAA," which is the highest rating attainable. The rating is a testament to the Town's credit, financial, economic, budgetary and strong Financial Management practices.

The Treasurer/Collector's Office continues to strive to improve services for our taxpayers by automating collection processes to include online tax and utility bill payment services. The Town also has made provision for donations to the Elderly and Disabled Taxation Fund to be made online as well. All donations to this fund, which provides financial assistance to those in need who qualify for the program, are considered tax deductible.

Respectfully submitted,

Stephen W. Price, Treasurer/Tax Collector

Board of Retirement

The Natick Contributory Retirement Board (the "Board") administers the defined benefit plan for most Town of Natick employees with the exception of teachers and school administrators, whose program is administered by the Massachusetts Teachers' Retirement System. The defined benefit plan, governed by Massachusetts General Laws Chapter 32, provides retirement, disability, survivor and death benefits to members and their beneficiaries.

The Natick System is overseen by a five member Board responsible for ensuring that the system is operating in compliance with M.G.L. Chapter 32.

The system is funded through member deductions, investments and an annual appropriation from the Town of Natick and from the Natick Housing Authority. The Board has adopted an actuarial funding schedule designed to both fully fund the system by 2030 and ensure the financial stability of the Retirement System while balancing the needs of the System with the Town's budget constraints. The most recent actuarial report approved by the Board was as of January 1, 2013. As of that date, the fund was 61.13% funded, with the actuarial value of assets as \$103.2M and pension liabilities of \$168.8M. A new actuarial valuation and review as of January 1, 2015, is in process.

As of December 31, 2014, there were 631 active members, 382 retired members or their beneficiaries, and 100 inactive members.

The Board establishes investment policies, allocates system assets to various investments and retains managers in each asset class to invest the resources allocated to that specific class of investment. The Retirement System had a market value of \$104.1M as of December 31, 2013. In calendar year 2013 the System realized a 19.2% market rate of return.

<u>Annual Town Report - Year Ending 2014</u>	
<u>INCOME</u>	
Contributions	\$3,112,250.73
Transfers	773,437.25
Make-up Redeposits	23,155.57
<u>APPROPRIATION</u>	
Pension Fund FY2015	7,453,409.00
Workers Compensation	750.00
<u>OTHER SOURCES</u>	
Reimbursements	400,289.42
**Investment Income	1,544,072.73
**Profit on Sales	538,116.77
<u>DISBURSEMENTS</u>	
Annuities Paid	1,618,070.29
Pensions Paid	8,442,793.19
Refunds/Transfers	265,418.49
Reimbursements	383,592.29

ADMINISTRATIVE EXPENSES

Salaries	176,101.81
Stipend for Ex-Officio	1,500.00
All Others	609,443.39
**Loss on Sales	14,692.94

*** All investment information is through 3rd quarter only*

Respectfully submitted,

Robert J. Drew, Chairman
Virginia Cahill, Ex-officio
Michael J. Melchiorri
David A. Given
B. Michael Reardon

Kathleen S. Bacon, Director

Health and Human Services

Board of Health

STAFF

- Director of Public Health – James M. White, Jr., BA, C. P. H., RS/REHS
- Senior Environmental Health Specialist – Michael K. Boudreau, M.P.A., R.S.
- Environmental Health Agent – Jane M. Anderson, M.P.H., REHS/RS
- Public Health Nurse – Leila J. Mercer, R.N., M.S.N
- Executive Assistant – Jean M. Cotter
- Department Assistant – Laurie Shaw
- Animal Inspector – Keith A. Tosi

The following communicable and reportable diseases were reported to the Board of Health during 2014:

Babesiosis	5	Legionella	2
Campylobacter	6	Lyme Disease	98
E.coli 0157:H7	2	Meningitis (Viral)	1
Giardiasis	2	Mumps	1
Group A Strep Invasive	1	Norovirus	2
Group B Strep Invasive	4	Salmonellosis	1
S. pneumonia	2	Shigellosis	6
Hepatitis A	2	Varicella (Chicken Pox)	5
Hepatitis B	14	Influenza (Lab Confirmed)	
Hepatitis C	25	Type A	54
Human Granulocytic		Type B	17
Anaplasmosis (HGA)	5		

TOTAL: 255

Communicable and reportable diseases continued their upward trend as they have shown in recent years. Hepatitis C and Lyme Disease reached an all-time annual high for Natick and we also experienced a spike in Influenza Type A and Type B.

Office visits and walk-ins for services provided by the Public Health Nurse, including blood pressure clinics, various screenings, evaluations, vaccinations, and assessments, totaled 1798, resulting in 68 referrals to private physicians or state agencies, both representing a significant increase from previous years. The Public Health Nurse also made a total of 104 home visits for contagion and community health assessments in 2014.

At our Annual Flu Clinics held this past year a total of 1390 seasonal flu vaccines were administered and an additional 157 various vaccines, including Hepatitis A and B, Measles, Mumps and Rubella (MMR), Varicella (Chicken Pox), Pneumococcal, Shingles, etc., were administered through the Board of Health Immunization Program.

The Immunization Revolving Account approved by Town Meeting several years ago has proven to be an extremely valuable asset as the State continues to reduce vaccines supplied to local health departments. This account has allowed us to not only offset the reduction in supplied flu vaccine but to broaden the

immunization program and provide vaccinations in areas most needed, especially to individuals with health insurance that does not cover or sufficiently cover the cost. The account is funded by health insurance reimbursement monies collected for administering the flu vaccine. The revenue generated and deposited into this account in 2014 totaled \$23,917.89

Fees collected by the Board of Health Department increased to an all-time high for the fourth consecutive year, which is an indication of the increased demand for services by this department. The total revenue collected for calendar year 2014 was \$211,034.37.

This past year, 1087 inspections were conducted on 390 food establishments of all types, including 112 temporary food events. An additional 3240 various inspections, complaint investigations, plan reviews and field consultations relative to environmental sanitation were carried out by the Board of Health staff for a combined inspectional service total of 4327 for 2014. A total of 476 septic system pump outs, external grease trap pump outs and Title 5 inspections were received and reviewed and 1634 various permits and licenses were issued by the Board of Health.

The State implemented a new Electronic Death Registration System, which began operations in August. This is an on-line system which has eliminated the decade old paper process of issuing burial permits through the Board of Health and Town Clerk's office. The entire staff went through extensive training in order to continue to provide the necessary services to the Town. Though there are still a few flaws to work out the system has been fully implemented.

The Board of Health adopted local medical marijuana regulations at its meeting held on June 23, 2014. The purpose of these regulations is to address several gaps in the state regulations in order to provide protection in the best interests of the Town. A copy of the new regulations, Natick Board of Health Regulations Chapter 25 "Regulating the Sale of Medical Marijuana," is posted on our website.

The Board of Health is planning to revise our local tobacco control regulations in calendar year 2015. The current regulations are outdated and do not address the many changes and trends in tobacco use in recent years. This is also one of the goals written into the nine-town tobacco coalition grant we have received from the MetroWest Health Foundation that the communities are highly recommended to achieve.

Our web-based Septrak septic system maintenance program will begin Phase II this upcoming year. Reminder notification will be sent to residences that are currently on private septic systems that have not provided this office evidence of a pump out within the previous 3 years; a MA DEP Title 5 requirement. Educational information will also be made available and provided where needed. The program is intended to protect the Natick public drinking water supply, to aid the town in satisfying a condition of our stormwater management certification, and as a guidance tool for the residents which may also assist in providing longevity to their system.

Respectfully submitted,

Peter A. Delli Colli, D.M.D., Chairman
Donald J. Breda, P.E., Vice Chairman
Ian L. Wong, M.S.P.H., Clerk
Alan G. Cole, M.D., Physician to the Board
James M. White, Jr. RS/REHS, Director of Public Health

Community Services Department

Comprised of Recreation and Parks, Council on Aging, Veterans' Services, Human Services and the Natick Community Organic Farm, the Community Services Department is charged with responding to the needs, interests and quality of life issues for all who call Natick home. Together, we seek to elicit the priority needs and interests of residents and respond to those priorities through well-conceived program development, efficient service delivery and thoughtful trusteeship of the array of public facilities and resources under our purview.



The new Community-Senior Center continues to expand its reach in the community. This past year the Department has focused on enhancing educational/cultural programming for working adults through partnerships with MassBay Community College and other professional instructors. Recent statistics reveal that an average of 500 people of all ages are utilizing this new facility each day, seven days a week.

1037 individual user groups reserved space at the center in 2014, representing a wide array of social, cultural, civic, educational, and community organizations.

The Department is pleased to oversee many of the town's most treasured public spaces, from our many parks to the town common, and from the town beach to our Organic Farm. With the help and support of many town departments, we help to ensure that many of Natick's most popular public events run smoothly, including: Natick Days, Concerts on the Common, Natick's Farmer's Market, our many Veterans' dedications and parades, and various holiday celebrations in partnership with many dedicated community organizations and individuals.



In response to our community's request for more comprehensive information about what's happening in town, the department developed the Natick Common Guide this year. The quarterly publication catalogues educational, cultural, and recreational programming available to residents and, provides a detailed listing of important resource information. The Guide is mailed to every household each quarter.

Thousands of residents of all ages and abilities benefitted from hundreds of classes, workshops, summer camps, clubs, special events, advocacy and supportive services offered by the dedicated and professional staffs that comprise the department.



Community Gardens at JJ Lane Park

This year the department was delighted to offer the community access to 26 beautiful community garden plots at the newly renovated John J. Lane Park.

Throughout the summer gardeners and visitors alike enjoyed watching an amazing array of organically grown vegetables and flowers mature.

Grant/Foundation Support

The Department works hard to identify non-tax dollars to support its programs and services. This year's total of \$223,000; contributed to the quantity and quality of services offered to our residents.



The Department is extremely fortunate to work with some 1,100 volunteers across our divisions who, together, provided in excess of 50,900 hours of service to our community. Whether serving as mentors, teachers, coaches, drivers, friendly visitors, camp assistants, farmers, board and commission members, friends, crafters or advocates, each individual helped to ensure that our vast array of programs reached as many residents as possible.

The Department plays a vitally important role in Natick to help strengthen the fabric of the community through partnerships, collaborations, communication and service delivery. The dedicated professionals that comprise this Department work hard every day to ensure our services are on target, accessible and of high quality. I consider it an honor to work with this remarkable team.

Respectfully submitted,

Jemma Lambert, Director
Community Services Department

Natick Community Organic Farm

NCOF's year began with a fresh coat of paint in the workshop and designation as a stand-alone division of Natick's Department of Community Services. The Farm's educational programs continue to grow and prosper. The Farm's first full year of its Mentoring Teens through Agriculture apprentice program gave five teens comprehensive year-round, hands-on mentored farm training. The teens built a rolling dibbler, ran their own market garden, raised meat chickens from hatchlings through processing, and assisted in the delivery of many baby farm animals. Forest Gnomes (NCOF's outdoor, forest-based, Waldkindergarten program for preschool-aged children) garnered national and international attention in outdoor educational circles. More than 20 high school students from Natick and surrounding towns opted to perform their community service at the Farm.

In March, with help from hundreds of community volunteers, NCOF hung 600 taps, collected 8,900 gallons of sap and made 230 gallons of maple syrup. Over 700 people participated in sugaring tours, including every fourth grader attending Natick's Public schools.



During the winter months, NCOF harvested eight to ten pounds of mesclun per week from the Farm's passive solar greenhouses. And Lynda Simkins, NCOF Director, celebrated her 34th year of working at the Farm. In April, the shearing of our five sheep was witnessed by nearly 420 children, and NCOF Inc. signed a signed 30-year lease with Town of Natick, giving the organization long-term stability



Natick residents came out in force to support the Farm's four charity runners in the 2014 Boston Marathon.

In summer, the Farm converted the pasture directly behind the outdoor market stand into a production field. Forty years of naturally composted animal manure produced some tremendous, high-quality certified-organic produce and cut flowers, which were sold through the Farm's Youth-run Route 16 stand, the barn-side stand, and the Natick and Newton Farmers' Markets. The Farm launched a new vegetable and cut-flower CSA (community supported agriculture) share program, increased its number of business participants in its weekly flower arrangement delivery program, and marketed produce to several area restaurants, stores, and schools, including Walnut Hill.

In October, the Wellesley College Club hosted the Farm's 13th Harvest Dinner for the fifth time, providing a sumptuous meal of Farm-grown and other all-local food that culminated with warm, homemade donuts. In November, NCOF provided fresh NCOF turkey to 150 families just in time for Thanksgiving, and sold out of bacon and sausage in less than three hours.

NCOF's Goals for 2015

- Implement a new, custom online registration software
- Market NCOF products at the Natick Winter Farmers' Market once a month
- Solicit community support for NCOF's six runners in 2015 Boston Marathon
- Recruit new Board members
- Celebrate NCOF's 40th anniversary and the barn's 200th birthday

Respectfully submitted,

Lynda Simkins
Executive Director, Natick Community Organic Farm

Recreation and Parks Commission

The Natick Recreation & Parks Division had another busy year in 2014 with new programs, new projects, enhanced facilities and the kick-off of some great initiatives.

We had another great year of programming. As you will see in the chart below, our number of offerings continue to increase. We have partnered with a number of community groups to assist them in initiating new community programming including, the TOPSoccer program sponsored by the Natick Soccer Club. We will continue to work with this group to assist them in recruiting and training volunteers so they will have many successful seasons.

Class	FY 11	FY 12	FY 13	FY 14
Adult	25	24	73	50
Preschool	57	63	64	62
Special Needs	41	46	58	83
Youth	169	161	164	167
Total Offerings	292	294	359	362

The division oversees 29 parks/facilities throughout the town and benefitted from the generosity of 652 volunteers who worked a total of 28,239 hours. We coordinated and oversaw 23 community events that were offered at little or no cost to the residents of Natick.

We are pleased to offer a myriad of unique family-oriented special events each year. Some events include, Natick Days, the Spooktacular, Concerts on the Common, Family Performing Arts Series, Holiday Lighting, the Mini Triathlon, the Mother Son Challenge, Flashlight Egg Hunt, Fun with the Bunny, and the Mile Swim; all of which continue to grow in popularity and size. We value and appreciate the generous donations from the local businesses and non-profit organizations, as well as the tremendous effort we receive from our many volunteers.

The Natick Recreation & Parks Division continues to work closely with various 501(c)3 organizations to help reduce costs for participants. These organizations include the Natick Basketball Association, the Parent's Association for the Handicapped, Friends of Natick Drama Workshop, The Natick Center Associates, and the Supporters of Sassamon Trace Golf Course, Corp. The organizations' commitment to provide support for programs and events is instrumental in helping us reach all residents of the Natick community.

The Division continues to work closely with the department's Human Services Division and Natick Service Council to ensure those in need are able to fully participate in our programs. There is a growing number of residents requesting financial support.

There have been a number of projects started and a few completed in 2014. We installed energy efficient lighting at Memorial School's Softball Field in the spring. This greatly reduced energy costs at the field while improving the field lighting, making for safer playing conditions for the participants. We have completed almost all of the work at John J. Lane Park. We will be installing fitness equipment in the early spring of 2015 to complete all phases of the project and are planning a grand opening of the park in early April 2015. The Cole North Field project kicked off in late November and we are looking forward to opening that improved facility in late spring 2015.

The Division has begun work on a field and park study. The LFNR Supervisor, NHS Athletic Director and Recreation & Park Director will work collaboratively to see this project through. We are looking forward to better identifying the needs of the community and working to transform these natural resources into enhanced community gathering spaces for residents. We will be working closely with various boards, committees and groups throughout the project. There will be several public meetings where we will encourage residents to come and share their thoughts and ideas.

In closing, the Natick Recreation & Parks Commissioners wish to extend an invitation to the general public to attend our commission meetings the first Monday evening of each month.

Sue Shea, Chair & Jon Marshall, Director of Recreation & Parks

Members: Jessica Ordway -Vice Chair, Mike Fair – Clerk

Richard Cugini, Seth Levine, David Ordway, Mark St. Hilaire, Wayne Szretter, and Greg Tutuny

Human Services Division

The Human Services Division's central focus is that of providing a safety net for Natick residents of all ages through the provision of information and referral, supportive case management, and by actively working to strengthen the interrelationships among area service providers. This year staff provided case management services to 553 Natick residents, which included assistance to 121 people for \$72,114 in home heating assistance. Another 1,212 individuals were provided information and referral during that same period.

Our case managers also assisted residents with:

- Applications for public benefits
- Referrals for home care services, counseling services, housing, Veterans' services, legal services
- Provided assistance with long-term care options and assisted living and nursing home placements and discharges
- Referred low-income clients to charitable organizations such as the Natick Service Council, Natick Rotary Embrace a Family, A Place to Turn, the Salvation Army and St. Vincent de Paul.
- Provided Farmer's Market coupons to 30 elders through the Baypath Elder Services' Nutrition Program referred 29 residents for home-delivered Thanksgiving meals through the Curtis family Eagles All American Grill and 38 holiday dinners through the Council on Aging .

Staff work collaboratively with a number of community organizations in the interest of Natick residents, including:

- Adult Protective Services
- Natick's Board of Health and Fire Department regarding several complex hoarding cases. Together we successfully reduced safety risks and averted evictions and condemnations for all of these families
- Parmenter Home Care and Hospice to provide a monthly bereavement group, facilitated by trained volunteers
- Natick Medical Reserve Corp and Natick Housing Authority on a snow shoveling initiative for elder and disabled residents, which will launch this year at Cedar Gardens.

Our Outreach Case Manager provides Information and Referral for the Department and also serves as the secretary of the Executive Board of Natick Together for Youth and is on the NTY Research and Evaluation sub-committee. Our Social Work Coordinator continues to facilitate the Natick Community Support Team meetings, which occur quarterly and are comprised of various town departments and community social service agencies, as well as, facilitating the Metrowest Outreach Workers group meetings.

Council on Aging

The mission of the Council on Aging is to advocate for and provide support systems focused on promoting independence, improving quality of life and preparation for life changes for those aging in our community. Services are available and accessible to all residents of the town of Natick through a multi-purpose Community-Senior Center.

Overview

The Council on Aging provides a myriad of activities and support services to meet the educational, social, health and wellness needs of elders, families, and individuals with disabilities living in the community. Alone and in partnership with community organizations and town departments, the Council on Aging focuses on empowering Natick residents of all incomes and abilities to make informed decisions, to remain actively engaged in their community, and to maintain health, vitality and independence.

The Council on Aging continues to meet the needs of an expanding senior cohort. Opportunities at the Community-Senior Center continue to grow and span the interests of seniors as young as 60 to those nearing 100 years of age, in addition to adults caring for aging family members. This year 3,335 individuals attended 1 or more Council on Aging Programs. This represents a 12.5% increase compared to last year.

Our robust level of programming is made possible due to the contribution of our corps of volunteers. 19,251 hours of service was provided by 250+ volunteers, equivalent to \$423,522 of service to the Town of Natick. Volunteer service ranged from teaching classes and facilitating support groups, to delivering hot meals to home bound seniors; from filling clerical and reception functions to driving elders to medical appointments; and from counseling elders and caregivers about health insurance options and assisting with tax preparation to assisting with seasonal household chores.

2014 Highlights

- Units of service provided: 37,791 Outreach/Advocacy; 2,165 Professional Services; 62,375 Support Services; 34,366 Wellness; 16,310 Recreation & Socialization
- SHINE (Serving Health Information Needs of Elders) health benefits counseling began offering Saturday appointments
- Tax preparation and SHINE appointments for homebound residents started
- 1,078 parking tags issued
- 1,992 taxi vouchers distributed
- Bridges Together – an intergenerational program with Ben-Hem School initiated
- Collaborative Programming with Recreation & Parks, Veteran's Services, Natick Community Organic Farm, Assessors' Office, Natick Fire Department, Morse Institute Library, and Natick School Department continues
- Part-time professional receptionist (grant funded) added, providing improved customer service

Partnerships

- Friends of the Natick Senior Center who underwrote the cost of mailing the Sentinel Newsletter, operating the Lincoln Café, and supporting seasonal special events and programs.
- MetroWest Medical Center for sponsoring the Aging Mastery Program.
- Olin College to match engineering students with Natick residents to develop solutions to manage everyday difficulties.
- Dana Farber to bring mobile mammography to the Community-Senior Center.
- Mutual One Bank, Natick Visiting Nurse Association, Natick Rotary, Bay Path Elder Services, Whitney Place Assisted Living Residences, Mary Ann Morse Health Care, many local business owners, doctors and medical professionals, local agencies and individuals who have supported our programs and services with their professional expertise and generosity.

We work to be responsive to the needs of our community and appreciate your support and suggestions as we plan for the future. The Council on Aging Board meeting is held on the first Monday of every month at the Community-Senior Center at 7PM. The meetings are open to everyone. Please feel free to bring any issues, concerns or recommendations that you may have to a meeting or visit the Council on Aging office Monday – Friday during normal business hours.

On behalf of the wonderful team of professionals here at the Council on Aging, I wish you a happy and healthy 2015.

Respectfully submitted,

Susan Ramsey, Director
Council on Aging

Veterans' Services

Veterans' Services is responsible for addressing the unmet needs of Natick Veterans and their dependents. Through our advocacy we help to ensure that our service men and women access the support, benefits and services they need.

A central role this office plays is to assist our Veterans with filing for and receiving state and/or federal benefits due them. Our efforts result in the acquisition of cash and/or medical awards, which in the case of the state, are reimbursed in a cost-sharing agreement with the Town in which the state pays 75% and the town 25%. Without this important partnership the Town of Natick would be obligated to cover 100% of those costs. The following outlines a three-year history with regard to the acquisition of Chapter 115 (state funds) on behalf of Natick Veterans and their dependents:

Year	Medical	Cash
2012	\$81,627	\$88,259
2013	\$99,950	\$73,971
2014	\$120,400	\$107,100

This office also processes VA claims directly with the VA. This has brought to date the total in lifetime awards \$2,092,168.00 to our Veterans and dependents. 2014 brought \$640,516.00 to our veterans and dependents. There have been 60 new VA cases in the year 2014, the highest year to date. We have settled to date 90 claims and have processed 234 claims to date.

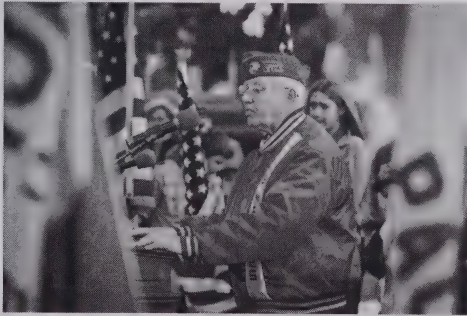
Additional Services:

Our office provides a range of additional services to Veterans and dependents including the following:

- Medical Referrals
- Educational benefits
- Job search/Unemployment benefits
- Emergency funds
- Counseling
- Assistance with applications and additional benefits programs
- Military records

In addition this office attends to the following:

- Serves as the Burial Officer to help bury indigent Veterans and their dependents
- Serves as the Grave Registration Officer to ensure that all graves of Veterans are properly decorated with a flag and geranium over the Memorial Day period
- Conducts parades and ceremonies
- Act as the liaison between the Veterans groups and the Town of Natick
- Commission on Disability acting as the ADA Compliance Officer



Edward Jolley, President of the Natick Veterans' Council from 2004 until 2014 and longest sitting President, passed away in October, 2014. A true leader, Ed would want to remembered as a team player.

Ed's proudest moment was bringing the Vietnam Moving Wall to Natick. Ed was also very proud of the many square dedications completed during his time as President.

Thank you Ed Jolley and Semper Fi

We are looking forward to a great year to come and thank all those in Town Government and the residents of Natick for their continued support.

Paul E. Carew
Director of Veterans Services, Natick Community Services Department

Sassamon Trace Golf Course Oversight Committee

Despite the heavy winter snow cover, the course opened for play on March 28th, which is historically the time of the year when courses in this area can open for the year without interruption. Conditions permitting, Sassamon Trace Golf Course is open year round; however, play is somewhat limited during the winter months due to Mother Nature. 2014 was a great weather year for golf with very few rainouts and very few days where the temperature hit 90 degrees. The season started out a little slow due to the cool spring. Once the weather improved in mid-May, play increased dramatically and demand remained high through September. October through December was unseasonably cool with December being one of the wettest on record. Despite this, revenue was flat compared to the same time period in 2013.

There were 30,045 rounds played in 2014, a 3.6% increase over 2013 while green fee revenue came in at 4.4% higher. The Massachusetts marketplace showed no growth in rounds played when compared to 2013. Season Ticket revenue saw a dramatic 26% increase compared to 2013. There were 254 Season Ticket holders in 2014 compared to 218 in 2013. Natick residents account for 78% of all Season Ticket Holders. Season Ticket holders account for 34% of all rounds played. The average ticket holder plays 40 rounds per year. There were 80 adult, 78 junior and 96 senior Season Ticket Holders in 2014.

Calendar Year	2014	2013
Rounds Played	30,045	28,989
Green Fee Revenue	\$369,422	\$353,406
Season Ticket Revenue	\$124,266	\$97,495
Cart Fee Revenue	\$75,239	\$67,770
Merchandise, F&B Sales	\$38,726	\$36,678
Rental Equipment & Instruction Revenue	\$15,064	\$14,881
Total Revenue	\$622,717	\$570,230

The golf course turf maintenance is now under Town control. With only two seasons under his belt, our Superintendent Kris Armando has really made an improvement to the quality of the turf. Sassamon Trace Golf Course is a member of the Audubon Cooperative Sanctuary Program for Golf Courses. Cultural practices adhere to the Integrated Pest Management Program developed by the University of Massachusetts. Conservation Commissions from both Natick and Sherborn have developed guidelines for chemical and fertilizer applications. Minimum input, reduced risk, water conservation and a movement towards organic management are goals of the maintenance operation.

The Sassamon Trace Supporters Association is a 501c3 organization that began in 2006. The Supporters, many of whom are Season Ticket Holders, raise funds for projects and amenities at the golf course that would not normally be paid for with town funds. This year the STSA raised over \$8,000. Dr. Edward Salamoff was the President of the Association until his death in June. He was also Chairman of the Golf Course Oversight Committee in the pre-construction stage. The Association gives away two \$500 scholarships each year to high school students. These scholarships will be named in Dr. Salamoff's memory. There will also be a golf tournament named in his honor.

Sassamon Trace runs four recreational leagues. The Tuesday Evening Men's League has over 90 players every week. The Tuesday Morning Junior League has 80 juniors each week. There are also two women's leagues, one on Wednesday mornings and the other on Thursday evenings, and combined they have over 100 members. The major event each year is the Club Championship. The Club Championship this year was won by Dan Rourke of Framingham. Kim Tartarini of Milford won the Women's Club Championship while Charlie Russo of Holliston won the Senior Division and Paul Power of Natick won the Net division.

Sassamon Trace continues to provide many valuable benefits to the Town of Natick that are not easily quantified but cannot be understated. Not only does the course provide affordable recreation to Natick Residents, it is a positive draw for the local real estate market and business community. Sassamon Trace is the home course to the Natick High Golf Team and provides them complimentary play for their practices and matches. Aside from being an environmental steward of the land, the golf course is a living laboratory for the Natick High School science department. The course also provides internship opportunities for graduating seniors.

The Golf Course Oversight Committee is composed of five Town appointed residents that meet on the third Thursday of the month at Sassamon Trace, and the public is invited. Posting of time and date are found on the Town's online public meeting calendar, the entry lobby bulletin board at Town Hall, and at Sassamon Trace club house. The Golf Committee works with Golf Course Management to review policies and procedures, develop new revenue opportunities and identify cost-saving measures.

Respectfully submitted,

The SASSAMON TRACE GOLF COURSE OVERSIGHT COMMITTEE

Robert Healey, Chair
Kevin Chandely, Vice-Chair
Arthur B. Fair III
George Richards III
Nicholas DiMasi

Education & Learning

Superintendent and School Committee

This report is a summation of the most significant events and accomplishments during the past year.

Natick School Committee

In March 2014, Mr. Dirk Coburn and Ms. Amy Mistrot were re-elected to the School Committee for three-year terms. The School Committee reorganized on April 7, 2014. The officers are as follows: Ms. Amy Mistrot, Chair, Ms. Firkins Reed, Vice Chair, and Mr. Tom Campbell, Clerk. Other members include Ms. Anne Blanchard, Mr. Dirk Coburn, Mr. Paul Laurent and Mr. David Margil.

Student Services

- In an effort to make our Extended School Year Program more exciting for our kids we have restructured the day to include specific activities that tie directly to IEP goals and objectives. Students who were previously placed in a classroom for the summer session now cycle through multiple indoor and outdoor activities focused on maintaining learned skills from the previous year. For example, students requiring occupational therapy may have this need met in an arts and crafts group, while students requiring physical therapy may have this need met in an active games group. While the focus is always on maintaining academic skills, for which there are groups as well, the structure lends itself to a more invigorating summer experience. Future goals include extending the day as well as adding tuition spots for other students wishing to join in on the fun.
- We have placed a significant focus on our transition services for this school year. In doing so, we have moved our ACHIEVE 18-22 year old program to the East School building to develop what we are calling the "ACHIEVE Transition Center." The expansion will allow us to offer a more significant set of services to our high school-age students. In working with the Town, we hope to have non-profit organizations also housed at East School. This partnership with the town and these organizations will open the doors for our students to receive on-the-job skill training just down the hall from the classroom.
- Check out our new website at <http://www.natickps.org/departments/student-services/main.cfm>.
- We're excited to announce a new database management system that Natick began using this fall. The ESTAR series, which is a comprehensive system that includes management of Response to Intervention (RTI), English Language Learning (ELL), 504, bullying, health, and special education data, replaced our SEMSTracker system and provides staff with a smooth and efficient process to track general education student interventions, as well as specialized programming/accommodations for all students.
- With the support of the MetroWest Health Foundation, we have hired a full-time mental health provider to target the needs of students and families who are experiencing significant mental health and/or traumatic events in their lives.
- In collaboration with the Natick Police Department, we have tested and will implement an immediate crisis response system. This is a technology that has the capability to send out an immediate notification to first responders in the need of a crisis response. Each product that we are testing has features that will allow notification to and direct communication with, first responders utilizing a computer or a mobile device.

Natick High School

Class of 2014: Over 145 scholarships totaling over \$200,000 were awarded to our 2014 seniors at Class Night.

Class of 2014 Future Plans:

90.21% of the Class of 2014 went on to further education: 81.35% to Four-Year, 8.26% to Two-Year, .61% went to specialized schools, and .31% went into the Armed Forces.

Graduates will be attending a total of 124 educational institutions in 29 different states; as well as Canada, England, and the Dominican Republic.

TESTING RESULTS 2013-14

MCAS – Spring 2014

99.7 % of 10th grade students passed the ELA MCAS

98.7% of 10th grade students passed the Math MCAS.

99.7% of 9th grade students passed the Science MCAS

SCHOLASTIC ASSESSMENT TEST

Class of 2014: 87.0% (286 students of 327) in the class took the SAT Reasoning Test.

	Natick	State	National
CR mean	543	516	497
Math mean	557	531	513
Writing mean	533	509	487

ACT TESTING

Class of 2014: 47% (154 students of 327) in the class took the ACT, with an average composite score of 24.2.

AP EXAM INFORMATION

527 AP Exams were administered in May 2014. Students may take an AP exam without taking the AP course.

Results of the 2014 AP Exams: (270 students)

Score	Percentage of all scores
5	27.3%
4	30.2%
3	21.7%
2	13.5%
1	7.3%

AP SCHOLARS

(Spring 2014 – at least 3 exams taken)

	# Of Students
National AP Scholar (4.0 or higher)	1
AP Scholars with distinction (3.5 avg.)	25
AP Scholars with honor (3.25 avg.)	18
AP Scholars (3.0 avg.)	26

Total Scholars 80

•527 exams taken by 270 students, an increase of 146 exams and 64 students in 2013-2014

The Anti-Defamation League now boasts of 83 students, as a result of last year's seniors graduating and recruitment conducted in May 2014. Students meet in the Lecture Hall during Red 1 CDS with Mr. Strother and Ms. Greenholt. The students continue to build skills and develop presentations/awareness programs over the course of this year (in addition to serving on school panels and providing building tours).

Leadership Academy

NHS launched this program in 2014-2015 for students who hold leadership roles in sports, clubs, classes and so on. The program is run by Karen Rufo, Katie Sugarman, Tim Collins, Matthew Strother and Sharon Greenholt. Students meet during Community Seminar and receive training on aspects of 'leadership' modules and have included, The Marshmallow Challenge - Team Building, Effective Negotiations, Diversity, Identifying Leadership and so on.

CPR for All

The Natick Public Schools and the Natick Fire Department have worked together for the last 3 years to certify students at NHS and any interested staff member in CPR. All students in grades 9-12 are given the opportunity for the certification.

OTHER NOTABLE ACCOMPLISHMENTS FOR 2014-15

- NHS welcomed 12 international students from Norway (3), China (7), France (1), and Germany (1).
- These NHS seniors were named Commended Students in the 2015 National Merit Scholarship Program: Nikolay Akhmetov, Ruth Azaria, Thomas Campbell, Elizabeth Dreyer, Olivia Hix, Rebecca Horton, Graham King, Sarah Lagan, Margaret Merlino, Yael Rothman, Aaron Sachs, Joshua Skelton.
- Kidest Assefa-McNeil '15 was named "Outstanding Participant" in the National Achievement Scholarship Program. Kidest scored in the top three percent of more than 160,000 students who requested consideration in the 2015 National Achievement Program when they took the Preliminary SAT/National Merit Scholarship Qualifying Test.
- Ethan Bo '16, Anastasia O'Connor '15, Sarah Lagan '15, Veronica Ordway '16, Kiana Harper '16, and Michaela Bytnar '15 were selected by the Social Studies Department in an essay-writing competition to represent Natick at the MIT youth leadership conference, Spark: Youth in Conversation with the Dalai Lama.
- Conor Ward '15, Luke Vrotsos '16, Elizabeth Dreyer '15, and Allison Law '16 competed with 87 schools in WPI's 27th annual Math Meet in both individual and team competitions. The top team scorer, Luke Vrotsos, won a \$1000 scholarship to WPI.
- Seniors Addison Dlott and Kidest Assefa-McNeil won second place in the "Safe Streets. Smart Trips" High School Video Contest. The contest was entered into by 40 schools from across the Commonwealth. The two were honored at the MassDOT's Annual Healthy Transportation Conference on October 30th in Boston.
- Addison Dlott '15 won first place at the All American High School Film Festival in New York City for her PSA promoting prevention and early detection of cancer. Addie received the award at a

viewing in Times Square during the film festival the weekend of October 25th.

- Henry Deltano '15 was featured on Boston news channel WCVB-5 as an "A Plus" student in recognition for his accomplishments in web design.
- Dar Bejerano '18, a member of the Massachusetts CS Sparks Teen Leadership Team, was selected to co-present at the 2014 STEM SUMMIT held at the DCU Center in Worcester based on her work in a Technovation Challenge after-school program she participated in. Dar co-led a session for educators on using MIT's AppInventor Program.
- Abigail Fournier '16, and Thomas Ranucci '15 were awarded the 2015 Prudential Spirit of Community Award, being acknowledged for their outstanding community service. Abigail was recognized for her work with the elderly community, specifically those with dementia. Thomas was recognized for his involvement with Camp Arrowhead, in supporting campers with mental and physical disabilities. Both are now in the running to be named one of Massachusetts' top youth volunteers of 2015. State Honorees will be named in February.
- Freshmen Kevin Zheng and Matthew Walak participated in a national "Let It Go" singing contest and were selected as one of the top 10 finalists. Their submission was featured on the Disney website along with the other finalists. Viewers voted for their favorite submission with the winner being revealed in a Kohl's commercial at the end of the American Music Awards in November.
- Luke Vrotsos '17, Ashley Lemnios '15, Kevin Zheng '18, Antonious Tawfik '15, Sam Cohen '17, and William Cuozzo '18 participated in the annual Harvard MIT Math Tournament (HMMT). HMMT is attended by over 900 students from all over the world, with students coming from as far away as China and Singapore. HMMT is one of the most challenging high school math competitions with very interesting problems.
- Amy Azaria '17 was selected to serve on the 2014-2016 Governor's Statewide Youth Council.
- Sophomores Lauren Musshorn, Tara Bharadwaj, and Rebecca Jacobs were selected to serve as HOBY Ambassadors (Hugh O'Brian Youth Leadership) this academic year from a pool of students who responded to an essay prompt.
- Nicole Connelly '15, Christie Bednarz '15, and Victoria Bettuelli '16 participated in the annual Women of Science competition, competing in science and engineering events. In one event, "Conquer the Wall," teams built a mechanical contraption that shoots a stress ball with the goal of knocking down 10 targets in two minutes. Out of 45 teams, Natick placed 7th in this event.
- The Natick DECA Team attended the District IV Massachusetts State Competition competing in various business and interview simulations. Several team members placed first and second in a variety of events covering finance, human resource management, marketing, and advertising. In a field of over 400 students, 29 Natick students qualified for the State Competition in March 2015.
- Several NHS Chorus students participated in Eastern Districts. These students went through a rigorous audition process against hundreds of other students from Boston area high schools to become part of the 150-voice honor choir conducted by Dr. Tim Sharp. Natick sent the most number of chorus students, tying with only two other schools. Students participating were: Spencer

Birch '17, Harry Brewster '15, Brian Coco '18, Tabitha Crepaux '16, Sara Cuzzo '15, Brian Dillaway '15, Abby Fournier '16, Jacob Landgrebe '17, Chautauqua Ordway '16, Molly Raddant '17, Jacob Rosen '16, Marielle Sciore '15, and Marlee Waleik '16

NHS ATHLETICS

The NHS Athletic Program had another successful year with several notable highlights:

- Girls' Soccer, Boys' Soccer, Girls' Volleyball, Girls' Swimming, Girls' Indoor Track, Wrestling, Girls' Basketball, and Girls' Lacrosse Teams were Bay State Conference Champions.
- The Girls' Volleyball Team was D1 Central/West Champions.
- The Wrestling Team was BSC Herget Champions for the 20th time in 21 years.
- The following teams qualified for their respective MIAA tournaments: Girls' and Boys' Volleyball, Football, Girls' and Boys' Swimming, Girls' and Boys' Cross Country, Girls' and Boys' Soccer, Girls' Basketball, Girls' and Boys' Skiing, Girls' and Boys' Indoor Track, Wrestling, Girls' and Boys' Lacrosse, Girls' and Boys' Outdoor Track, Girls' and Boys' Tennis, Softball.
- Natick HS typically is at an athletic participation level of over 40% per season. Of the Twelve Schools in The Bay State Conference, Natick was tied for first in athletic participation per school population.
- Natick Athletics offers 31 Sports during the year and 66 levels of opportunity to play at the 9th grade, Junior Varsity, and Varsity levels.

Kennedy & Wilson Middle Schools

Many noteworthy events have happened at both Natick middle schools this past calendar year, among some of the highlights:

Both middle schools continue to encourage students to abide by Core Values of Respect, Responsibility and Results. Peer leadership programs at both schools continue to thrive, training and encouraging the leadership skills of seventh & eighth graders in the program. Kennedy Middle School has instituted a Positive Behavior Intervention System (PBIS) that includes students meeting regularly with teachers in an advisory program once every cycle.

2014 National French Exam:

In February of 2014, the middle schools administered the National French Exam. The 60 minute national competition measures students with similar exposure to the French language in areas of grammar, reading, and listening. This exam recognizes achievement in the study of French and promotes proficiency in the language. At Wilson, fifty-one students took the exam this year and twelve students earned awards; at Kennedy, twenty-seven students took the exam and four students received awards.

2014 National Spanish Exam:

2013-2014 was the sixth year that the middle schools administered the National Spanish Exam. This online standardized assessment measures students with similar exposure to the Spanish language in areas of grammar, reading, and listening and is designed for students who have taken two years of middle school Spanish. It recognizes achievement in the study of Spanish and promotes proficiency in the language. At

Wilson, 119 students took the exam this year and 68 students were award winners; at Kennedy, 100 students took the exam and fifteen students earned awards.

In November, fifty eighth grade students studying World Language traveled to Quebec, Canada, accompanied by parent & teacher chaperones for a cultural travel experience.

Middle School Music

On May 10, 2014, the Wilson Winds and Pops Chorus competed in the 2014 Music in the Parks Competition. Both groups achieved “Excellent” ratings and were number one overall in their respective divisions.

The Kennedy Middle School Honors Wind Ensemble earned a “Superior” rating for its performance at the Festival of Music Competition last May. This rating is the highest ranking a performing ensemble can receive. They won first place in their division, which is comprised of middle schools of like size and student population. They also won first place overall for middle school ensembles!

The 2014 Wilson Wildcats Boys Basketball team was undefeated for the season.

The Wilson Math Team 1 captured first place in its academic division last year (2013-14) and ranked 14th of 76 teams in the entire Intermediate Math League of Eastern Massachusetts. We appreciate the corporate sponsorship of Cognex, Inc.

The Kennedy Math team led its academic division during the competition year.

Out of 64 teams competing in the First Lego League Tournament held in November, the Kennedy Middle School Robotics team was awarded the first place trophy for teamwork.

For the first time this past year approximately one hundred sixth grade students attended the Nature’s Classroom program in Charlton for an overnight science field trip. Feedback from the experience was so positive that this will be repeated in the spring of 2015.

Elementary Schools

CURRICULUM, INSTRUCTION & ASSESSMENT

During the 2014-2015 school year, representatives from each elementary school will form an Action Research Team that will explore, develop, and assess Mindfulness Awareness Practices in the schools.

Bennett-Hemenway: This year Ben-Hem continues the implementation and ongoing refinement of Response to Intervention processes and procedures. This year faculty and staff are focusing on enhancing the efficacy of data team meetings in an effort to streamline intervention implementation and review, while decreasing costs in terms of instructional time and financial impact.

Brown: The students at Brown school continue to grow and learn across all academic subjects. With the implementation of Common Core State Standards in our units of study, students have developed stronger thinking and analyzing skills.

Johnson: Students at Johnson School continue to refine and apply their knowledge of the new Common Core State Standards. This is most evident in our math instruction, as teachers make tangible connections

between the skills being taught and the math practices that are required to be successful.

Lilja: At Lilja school, we continue to refine our literacy practices by focusing on small group instruction and by honing in on close reading during curriculum meetings. Teachers continue to find new ways to build technology skills that will help children become digitally ready while balancing them with innovative practices in our outdoor classroom and Lilja School garden, as well as increasing opportunities for play.

Memorial: To promote through professional development and practice, a deeper understanding among educators of the critical connections between close reading, comprehension, and writing.

Preschool: In an environment where play skills and language development are intentionally cultivated, Preschool students develop physically, socially, emotionally and cognitively.

MANAGEMENT & OPERATIONS

Bennett-Hemenway: This year Ben-Hem is moving towards a differentiated approach to the planning and execution of faculty and curriculum meetings. To kick the year off, faculty and staff engaged in an exercise aimed at identifying the strengths, needs, and interests of individual professionals. These initial strengths, interests and needs are being used to drive the ongoing development of professional learning opportunities.

Brown: In the second year of Collaborative Problem solving professional development, our staff has worked with students to find mutually agreeable plans to solve problems. We have adopted a mindset that kids do well if they can and when they can't we will try to find out why. We believe that our understanding of a problem deeply impacts the way we handle those problems. Throughout the CPS process students have developed stronger skills to handle problems on their own, resulting in a reduction of issues we need to solve.

Johnson: During our second year of School-wide PBIS (Positive Behavior Intervention and Support) we have continued to celebrate the success of students and their pro-social behaviors across the school setting using common language and reinforcement. Like Memorial, we redefined a bench on our playground as a "Buddy Bench" in December. This whole school launch and modeling of how to use the bench has been met with success.

Lilja: Lilja School is in its first year of school-wide implementation of positive behavior interventions and supports. By showing others our values of respect, responsibility, kindness, and engaged learning, students are showing their Lilja Lion pride every day! Lilja School just opened a Reading Intervention room and will begin to bring our literacy center (which contains over 50,000 books that support literacy instruction in classrooms) into the 21st century by digitizing our catalogs and making it easier for teachers and students to find books, thanks to the Natick Education Foundation.

Memorial: Memorial launched our SPARK initiative last year to increase our positive reinforcement toward desired behaviors. SPARK represents Safe, Polite, A problem solver, Responsible, Kind. This year we are looking to put these SPARK and Vision attributes into action at recess by adding a Buddy Bench to our playground. The buddy bench is a simple idea to eliminate loneliness and foster friendship on the playground. The way the buddy bench works is if students feel lonely on the playground without anything to do, he/she can go to the buddy bench, and another student will come to the bench and ask if he/she wants to play or talk. If two people are sitting at the bench, they could ask each other if they want to play.

Preschool: Social Thinking and Yoga for Self-Regulation initiatives introduced last year continue to foster student growth in areas critical to being an effective member of a school community. Skills such as eye contact when speaking and listening, participating in a group plan, following directions, identifying emotions and utilizing skills to monitor and regulate energy levels related to those emotions are modeled, taught and practiced. Teachers and parents regularly report anecdotes indicating the effectiveness of these programs even with our youngest learners.

TECHNOLOGY

All five elementary schools: Enhanced implementation of mobile devices is a continuing area of focus. All classrooms are now equipped with five dedicated iPad stations and teachers are working to integrate these technologies into their practice.

Preschool: The Preschool staff continues to explore developmentally appropriate Apps for intentional yet limited iPad use. One staff member attended the EdTech Teacher iPad Summit in the fall and, in sharing her new knowledge with colleagues, generated ideas for future professional development around combining existing storytelling initiatives with new technology to enhance children's speaking, listening and comprehension skills.

Natick High School Class of 2014

Michael James Abbruzzese
Paul Christopher Adams
Evelyn Clark Allsopp
Brooke Sarah Alston
Katherine Marie Anderson *
Erin Rose Archibald
Beshoy Rafik Armanios
Melissa Jeane Aste * +
Victoria Lynn Awkward *
Vladimir Armeni Babayan
Griffin Scott Bailey
Thomas Edward Baim *
Jacqueline Ann Barr *
Anait Baziyants
Brittany Joy Bell
James Conrad Beltz
Adam Neil Berelowitz * +
Sean Douglas Berkman
Oliver Grudt Berre
Shiv Bhardwaj *
Megan Olivia Bishop *
Daniel Jacob Black
Steven James Bombino
Marc David Bonifacio
Matthew Bonifacio
Brandon Daniel Boudreau
Elizabeth Rose Boyes
Andrew Richard Boynton *
Douglas J. Brackett, Jr.
Tristan William Bruce
Derek Edward Butler
Rayann Mahmood Butt
Brenna Ann Byrne *
Hugo Rocha Caldeira
Gabriela Anne Calderon
Amber Rose Callanan
Molly Marie Callanan
Sean Robert Carcanague
Megan Elizabeth Carney * +
Ian James Carrick *
Margaret Rose Cashman *
Lucrezia Castelli
Kevin Alberto Castillo
Lucia Donna Cavacini *
David Patrick Cavanagh
Grace Ware Cavanaugh *
Austin Charles Chandler

Jessica A. Chang *
Kyle Anthony Chapman
Patricia Y. Chen
Stephanie Choi *
Andrew Ross Cigna
Joshua Adam Civin
Shannon Caitlin Coady *
William Sage Coburn
Brandon Victor Coll
Alexandra Brianna Collins *
Kyle J. Collins * +
Emma Cecilia Connelly *
Morgan Edward Connelly *
Ryan James Connolly
Dustin M. Connors
MacKenna Kathleen Conway *
Christopher G. Cooney
Jenna Kathryn Corkery * +
Nicholas Trevor Cotoia
Caitlin Noel Coughlin
Nicholas Clellan Cross
Keenan Christopher Cullen
Elise Lynn Daigle
Julie Lynne Daitch *
Pedro Tavares Dalmut
Jeffrey Michael Damata
Jeffrey Alan Daneault *
Thibault Jacques d'Argent
Jenna Kris Davidson *
Anthony John De Santis
Rafael DeCarvalho
Rebecca Emily DeHaven *
Margaret Mary DeLorie
Hailey Elisabeth Denaro
Samuel P. Dennis
Richard T. Dlott
Jack Raymond Doherty *
Kayla Elizabeth Donahue
Nicholas Joseph Dorant
Emily Anne Downing
Jessica Genevieve Drolet
Catherine Duffy
Bevin Edwina Edwards
Rebecca Lynn Edwards
Jenna Quai-Ling Eldredge
Charles Opelt Essig
Ryan Michael Faldas

Natick High School Class of 2014

David Jakab Fischer *
Joshua Steeves Fisher
Julia Olive Fletcher
Troy Curtis Flutie
Dillon Manning Foley
Daniel Laurence Foner
Charlotte Marie Forbes
Cameron Jon Freedman *
Blake P. Fry
Samantha Joyce Fujita *
Brady Thomas Furdon
Michaela Hanmei Fusaro
Zuleyka Mariah Garland
Julia Lamoureux Garrahan
Taylor Christenson Garry * +
Zachary Richard Gaudet
Halle Regina George
Claire Phoebe Gerdes *
John Fritz Gerry *
Kerry Lee Getchonis *
Rogena Ghaly
Anthony Richard Giorgio
Mark Philopatur Giurguis
Mary T. Giurguis
Mina K. Giurguis
Shaunna Lynn Gladu
Alexandra Lindsay Glass
Moss Samuel Glater
Kaiyah Goldsmith
Christine Marie Goodwin
Julia Susan Grace * +
Lee P. Griesmer
Benjamin Carl Griffiths *
Joseph Dee Guidi *
Rachel Marie Guilfoil *
Timothy Joseph Guilfoil *
Veronica Mariam Guirguis
Keith David Gusmini
Steven Nicholas Gustus *
Jack C. Haigis
Andrew Graham Hanna
Akira Turaee Harper
Kimya Zakeba Harper
Alexis Danielle Harvey
Waseem Faris Hassani * +
Jeffrey L. Heithmar *
Alexandra Parris Henry *

William Agustin Hernandez
Alexander Samuel Hilger
Francesca Kaitlyn Hodge
Mecca Imani Holiday
Leah Elizabeth Holland
Anderson Philip Holtz *
Anna Sophia Hornal
Zahid Ibrahim
Kara Joy Indelicato
Michael Edward Iwanicki
Isobel Stratton Janus
Anabel Jean Jenkins *
Annika Maja-Lena Jonsson
Kisha Kalra * +
Beryl V. Kaltofen
Patrick Joseph Kealy
Shawn Patrick Kearns
Samantha Charlotte Kennedy *
Johnathan James Kenny
Sharla Joy Keough *
Bushra Khan
Calvin Kim
Jasmine Jade Kim
Thomas David Kimler
Steven Mason Knott, Jr. * +
Bryn Elise Koeppel * +
Melissa Beth Kostin *
Allyson Claire Koval *
Alexander Joseph Krasa *
Haley Ann Kurylo * +
Emily Rose Kutok *
Adam Christopher Kwok *
Nicholas John LaGreca
Jake Austin Lamont
Noah Hanbury Landon *
Frederick Henry Langhorst VI
Kelly Grace LaPorte *
Emilia Anne LaVallee
Matthew Charles Leary
Colin John Leddy
William Kapjin Lemnios *
Rachel Minna Lesbirel
Danielle Christina Levey
Gabriella Sophia Levine *
Faith Antonia Lewis
Marie Helene Libbin
Melanie Elana Lieberman *

Natick High School Class of 2014

Bridget Olivia Lindh *
 Anthony Kudzai Lindor
 Colin Lingos Little *
 Amanda Marie Luciano
 Kali Ann Lucien
 Aurom Kai Lum
 Christopher Edwin Lunn
 Amber Lynn MacLellan
 Linsey M. Malia * +
 Gregory Stephen Mandozzi
 Thomas Anthony Mandozzi *
 Corina Nicole Mangione
 Cassandra Fonseca Manheimer
 Mikayla Mary-Elizabeth Mario
 Maisy Evelyn Maxwell
 Christopher James Mazzola
 Joseph Robert McCabe
 Marianne Patricia McCarthy
 Jessica Rose McDermott
 Robin Theresa McElaney
 Amanda Leigh McGoldrick
 Kayley Paul McGonagle *
 Daniel Francis McIntosh
 Julie McLarnon
 Chiara Elizabeth McNally *
 James Livingstone Meek
 Ilanit Megidesh
 Nicholas Richard Merrion
 Anna Rigby Meyer * +
 Megan Elizabeth Meyler
 Rachel Nora Miller *
 Christopher George Milona
 Michelina Ann Miscia
 Justin Alexander Montgomery
 Ryan Patrick Mooney
 Rachel Dale Moran
 Ray Richard Morreale
 Michael Albert Morris
 Scott Lewis Morrison
 Robin Kimball Mosher
 Christopher J. Moynihan
 Anne Marie Mulholland *
 Elizabeth Rose Mullen *
 Alexander Stefan Thaddeus Munnich
 Jack Kavanaugh Murphy *
 Stephen C. Natola
 Conor Patrick Nee

Hien Nguyen
 Benjamin Mathew Nottonson *
 Ervis Vinicio Nunez
 Jack Henry O'Connor *
 Jack Walker O'Connor
 Hayley Kathryn O'Loughlin
 Caroline Rose Opinsky
 Kevin Michael Ordway
 Thomas Alan Ordway
 Leah Aron Orlinsky
 Nicholas Frank Pacheco
 Nicole Palagashvili *
 Colin Ryan Palmer *
 Matthew Connor Palmer
 Iain Wrenn Peirce
 Kai Uwe Pelchen
 Lady Carolina Pena Ramirez
 Kevin Suraj Persaud
 Adam Thor Podtburg
 Alex Parker Pomfret
 Calvin Michael Porter *
 Kelley-Lyn Grace Porter
 Danielle Marie Ranucci
 Danielle Jae Rausch *
 Bradley Arthur Reardon *
 Shyheen Kyle Reddick
 Haley Audrey Reddish
 Elizabeth Catherine Reilly * +
 Vanna Angie Ren
 Elijah Jorge Rivera
 Terrell Jordan Roberts
 Justin M. Robinson
 John L. Rodino
 Danielle Rachel Rosen *
 Deirdre Ann Ross
 Gregory James Ross
 Jennifer Leigh Rossman *
 Dylan Hugh Rowlands
 Sofia London Safran
 Cruzdley Saint Fleur
 Charles David Saravo
 Nicholas Robert Savoia
 Kate Dillon Schaller
 Emma Lenox Schiller *
 Connor Frederick Seeley
 Anastasia Alicia Sereda
 Cody James Sharon

Natick High School Class of 2014

Patrick Matthew Shaughnessy
Julius Octavio Shaw
Michael Efraym Shliselberg
Rachel Ann Siegel *
Casey Ryan Smith
Katherine Anne Socrat
Joseph Augustine Soens
Madeleine Mae Sookdeo *
Isiah Lee Speller
Jazmine Michelle Spinola
Shannon Colleen Spurling
Shawn Michael Spurling
Rose Katherine Steinberg *
Jack William Streeter *
David Mayne Strout * +
Shannon Marie Stygles
Sabrina Marie Surin
Jessica Anne Sweeney +
Katelyn Margaret Sweeney * +
John Berge Tatian
Eliandro Tolentino Tavares
Bridget Michele Thom *
Evan James Thom *
Megan Elizabeth Tingley
Jared Michael Tishler
Patrick David Toomey *

Damien Eric Turi
Reiniris Uribe
Juliana Marcelle Van Amsterdam * +
Eric Stephen Van Arsdell
Charles Kaplan Van Derveer
Rafael Aaron Vásquez
Andrea Maria Verdelli
Dylan Michael Vrotsos
Cameron Brewster Walker
Nicholas Robert Henson Waller *
Jared Michael Walz
Ryan Michael Ward * +
Scott Warnock
Harold Benjamin Weinman
Peter Gray Wellman
Eric Daniel Wester
Matthew Joseph Whitfield
Carly Brooke Wilkins
Aaron Michael Wilson *
Caleb Stephen Winn *
Oliver H. Wynn *
Andrew Louis Young
Benjamin R. Young
Elizabeth Madison Zernicke
Erik Viktor Zlokarnik

NATICK HIGH SCHOOL



*National Honor Society Member

+ High Honors every term, all four years

South Middlesex Regional Vocational Technical School Committee (Joseph P. Keefe Regional Vocational Technical School)

This annual report is prepared by Superintendent /Director, Jonathan Evans, and composed on behalf of the members of the School Committee of the **South Middlesex Regional Vocational Technical School District** and submitted after review and approval by the full Committee in compliance with the provisions of the Agreement among the towns of Ashland, Framingham, Holliston, Hopkinton and Natick.

This report reviews from the perspective of the Committee the principal items with which the Committee was concerned during the year. It is a representative account of matters solely within the policy making authority of the Committee and also of matters which the Superintendent/Director brought before the Committee for information and consultation. For greater detail and discussion the reader should read the extended minutes of Committee meetings and the attachments thereto which are available at the school office.

In addition to a public high school, the South Middlesex Regional Vocational Technical School District provides continuing education opportunities for adults through the Keefe at Night Program as well as Summer Discover, a summer program for area youth.

The Committee acknowledges with great appreciation the service of its Recording Secretary, Elaine O'Toole, whose careful recording of the minutes of the Committee Meetings makes possible the preparation of this annual report.

The Committee reorganized on June 2, 2014, with officers elected unanimously to the following positions:

Chair: John Kahn (Framingham)

Vice-Chair: Edward Burman (Ashland)

Secretary: Frank D'Urso (Hopkinton), Replaced by Sarah Commerford (Holliston) in November

Assistant Treasurer: John H. Evans (Framingham)

Staff members working on behalf of the District and School Committee are Elaine O'Toole, **Recording Secretary**, and Jack Keating, **Treasurer**.

The balance of this report presents a summary of the discussions and actions of the Committee on a number of the important matters brought before the Committee for advice or action.

Community Engagement

Staff and students of Keefe Regional Technical School participated in many community projects throughout the school district member towns. Examples of these activities include:

Carpentry –

Holliston Historical Society – Replaced garage roof

Ashland Housing Authority – Repaired sign and built shed

Framingham MWRTA – Built 4 x 8 bus shelter

Framingham Housing - Sided addition

Electrical -

Framingham Parks and Recreation – Electrical work on facilities building
Framingham Housing – Electrical work for rough and finish completed
Framingham Police Station – Electrical work on the new motorcycle garage
Hopkinton House Project – Electrical work performed

Plumbing-

Hopkinton House Project – Plumbing work performed

Metal Fabrication-

Framingham Parks and Recreation – Completed backhoe bucket repair and repaired tool box on a truck
Framingham Parks and Recreation – Repaired tool boxes for town trucks
Framingham Parks and Recreation – Repaired cemetery fence
Town of Framingham – Fabricated bike rack and 12 satellite receiver covers. Repaired trailer gate
Framingham Youth Initiative – Fabricated heart sculpture for Boston Marathon
Ashland Police Department – Fabricated battering ram

Graphic Communication - Printing for 13 Schools within the District

Ashland Housing Authority – Repaired sign

In addition, in June Keefe Regional Technical School hosted a breakfast for the Community Based Justice Program(CBJ) that included District Attorney Marian Ryan, Judges, Probation, School Officials and area Police Departments.

It should also be noted that all five district town high schools' swimming teams practice and compete at the Keefe swimming pool. The pool is also used by the Framingham and Natick Park and Recreation Departments.

Administration

On January 4, 2014, Jonathan Evans began in the role of Superintendent Director, after 19 years of service to the district.

The School Committee adopted goals for the Superintendent's performance evaluation period from July 1, 2014, through June 30, 2015. The goals adopted related to the following: Educator Evaluation, Community and Professional Relations, Facility Needs Assessment, School Safety and Common Core/PARCC.

The Committee will complete its periodic evaluation of the Superintendent's accomplishments against established goals and desired qualities established in the DESE Rubric. The complete record of that evaluation is a public document that will be available at the South Middlesex Regional School District Superintendent's Office.

Technology

The technology infrastructure at Keefe Regional Technical School required changes and improvements to facilitate the goal of a completely wireless environment. All PCs were retrofitted with a wireless card and new replacement units were purchased as wireless laptops or tablet devices. Specific changes also included transitioning to a mostly cloud-based server configuration, the reduction and replacement of facility technology switches, and the installation of fiber optic cabling, creating a substantial increase in communication capacity and internet speed.

The end-of-life phone system was completely converted with back-up systems installed. New phones provide teachers the ability to receive voice messages from parents, a feature they did not have prior to the conversion.

School Improvement Plans

The School Improvement Plan for the 2014-2015 school year embodies specific performance objectives as follows: 1) Creating professional development schedules that are based on areas of needed training for all faculty and staff, 2) Strengthening the instructional strategies of all teachers to best accommodate differences in student learning styles, 3) Fully transitioning to Naviance, a web-based college and career planning program, for all students, 4) Analyzing attendance data to determine patterns and trends and increase proactive strategies regarding consistent school attendance for all students, 5) Developing District Determined Measures for pre- and post-evaluations in all Career and Technical Programs, and 6) Implementing a tiered approach for students who experience learning or behavior challenges in adherence with the Massachusetts Tiered System of Support.

Professional development topics in 2014 included Special Education Plan Development and Inclusion Services, Non-Traditional Student Recruitment in Career and Tech Ed, Curriculum Framework Alignment, Health and Wellness, and Differentiated Instruction.

The Committee reviewed the progress toward the goals of the 2013 -2014 School Improvement Plan. The report of Interim Principal Snow noted tangible specific improvements in: 1) Common pre- and post-assessments in MCAS subject areas, 2) Alignment to the new WIDA standards in academic classes, 3) Increased content-based instruction in MCAS subjects in Special Education classes, 4) The inclusion of additional math and English teaching strategies in Career and Technical Programs, 5) The implementation of the Common Core State Standards, and 6) Early College Awareness initiatives through the Guidance Department.

Handbook

The Committee approved revisions to the Student Handbook that had previously been approved by the School Council. A new protected category, gender identity, was included throughout the handbook, and the area of school discipline was updated pursuant to MGL c. 71 §37H3/4, which outlines provisions of communication and due process in student discipline.

The Budget Process

The Budget Sub-Committee members Mia Crandall, William Gaine, Dr. Stephen Kane, A.J. Mulvey, Michael Rossi (Budget Sub-Committee Chair), and Barry Sims are beginning the FY16 budget development process.

In 2014, the Superintendent continued the practice of meeting informally early in the budget process with the financial officers of the member towns to develop mutual awareness of both municipal budget constraints and the efforts of the Committee to manage the school efficiently and effectively while recognizing those limitations. The Committee continued to consider reductions in the preliminary budget and the budget of \$17,165,750 as submitted to the member towns for FY15 was approved by all.

Auditor's Report

The annual audit by the independent accounting firm of McCarthy & Hargrave is in the process of preparing the financial statements for committee review. During the preliminary process no material findings were disclosed. It is expected that the audit report that calculates our energy project will meet the

stipulated guarantee benchmarks for the 2013-14 year.

Business Office

The Business Office staff of the South Middlesex Regional Vocational Technical School District has continued to provide efficiencies within the daily operations. Human resource management, employee benefits programs, procurement practices, contract proposals, grant fund accounting, grant management, student cafeteria management, student nutrition, budget preparation and management, continuing education registration and inventory control are all components of the business office operations that have undergone improvements and efficiencies.

A successful enrollment and transition to The West Suburban Health Group was completed. This organization is comprised of 17 area municipalities who purchase the health insurance in an efficient cost effective manner. As a result of this new affiliation, the District can now offer health insurance plans that compete with the GIC benchmark programs and with multiple plan design options for employees.

Siemens' Energy Conservation Project

Performance Year 6: June 2013 to May 2014. Siemens Industry (Siemens) provided the South Middlesex Regional Vocational Technical School District an energy savings guarantee report. This report details the guaranteed period savings by means of comparing the guaranteed energy savings versus the realized energy savings. Our Energy Performance Contract with Siemens guaranteed **\$715,315** in annual operational and energy savings which will be confirmed within the audited financial statements.

Enrollment, Recruiting and Student Retention

Keefe Regional Technical School is a school of application. Maintaining a healthy enrollment of students for our day school operation is essential for our financial support and overall operational success. Our enrollment has increased this year and we are expecting further improvements in the future. The Superintendent has indicated that he believes that the quality and rigor of our school programs and the safety and culture of our school environment will lead to our success in attracting students and their families to Keefe Regional Technical School. The Superintendent has emphasized that the administration, faculty and support staff must work together to ensure that Keefe Regional Technical School continues to be recognized by our community as a career and technical school of high quality. We have improved and will continue to improve our marketing strategies, communication with our school district sending-town middle and high schools, and connection to prospective students and their families. The enrollment on October 1 of 2014 was 709 students reflecting a slight increase from the previous year.

Buildings and Grounds

Keefe Regional Technical School has been occupied continuously since September of 1973. The facility is used not only during the school day and year but also evenings, weekends and during the summer months.

Between the months of June and December 2014, Keefe Regional Technical School completed a full roof replacement. The prior roof was 27 years old and very much in need of replacement. The district received approval from the Massachusetts School Building Authority (MSBA) at a reimbursement rate of 69.89%. The project was completed with the unanimous support of our five member towns. This project was completed well under budget and will serve our district for decades to come.

An extensive upgrade of energy systems (HVAC and lighting), completed in 2007, has resulted in the replacement of major mechanical components controlled by a comprehensive energy management system. The project has resulted in a significant reduction in total utility expenditures.

In addition to the roof replacement project, facility upgrades that were completed in 2014 include replacement of the facility telephone communication system (fiber optic cabling, hardware and software components), renovation of the Cosmetology Program, replacement of the auditorium sound system, renovation of the gym locker rooms, the addition of eight cameras to the existing surveillance system, replacement/reconfiguration of the main office work stations, retrofitting of shop areas for an HVACR Continuing Education course, replacement of a vehicle lift in the Automotive Program, and the installation of a new combination oven in the Culinary Program.

Facility projects identified for future consideration include replacing suspended ceiling systems, renovating our Resource Center, repairing, crack filling and sealing the parking lot, repairing/updating the auditorium lighting system, replacing the emergency generator, expanding the surveillance system, pressure washing and sealing the exterior building concrete, and replacing essential vehicles.

Student Achievement

The District received from the DESE its annual report detailing Keefe's 2014 Accountability Data. From 2012 to 2014 in ELA the number of students scoring at proficient or above increased by 7%. For math the number of students failing decreased by 4%. This fall, Keefe Technical School was informed that according to the 5-level scaling systems created by the DESE under the accountability and assistance levels, Keefe has been categorized as a Level 2 school. Schools with an accountability status of Level 2 are able to independently analyze disaggregated data for all student groups to ensure interventions and supports are appropriately aligned to address needs, review the performance of students with disabilities, and consider improvement or capacity building activities, as appropriate.

On Wednesday, February 26, 2014, 636 students competed in the SkillsUSA District Competition held at Keefe Regional Technical School. Of the competitors, 98 were Keefe students who competed in Internetworking, Web Design, Practical Nursing, and Graphic Communications. Keefe students earned 9 gold, 7 silver and 8 bronze medals. 25% of the Keefe competitors earned medals.

At the State SkillsUSA Conference in May, Keefe Regional Technical School was awarded 1 Gold medal in Plumbing, 4 Silver medals in Screen Printing, First Aid and CPR, Restaurant Service and Sheet Metal. A Keefe Plumbing student competed at the National Conference in Kansas City, MO, where he finished 10th in the nation.

For the sixth year in a row, the Keefe Drama Club produced a play for the school and the community. The 2014 performance was *12 Angry Jurors*, Adapted by Sherman L. Sergel. Rehearsals started in November and ran through February. Twenty five students in grades 9-12, including cast members, backstage/lighting crew, and makeup artists participated in the performances. All performances were well attended.

The 2013-2014 school year was the first year of offering Project Lead the Way (PLTW) courses at Keefe Regional Technical School. Introduction to Engineering Design was offered to students in grades 9 and 11. Our students saw great success in the first year of PLTW course. Over half of the students scored in the top 65th percentile of a national assessment, with one student scoring in the 94th percentile. We have added the second course in the PLTW series this year, and look forward to continued success in the program in the coming years.

General Advisory Board

The General Advisory Board consists of the Chair of each Vocational Advisory Board. The General Board summarizes and brings to the attention of the administration and the School Committee observations

and recommendations of the advisory boards. The points noted for the current year include: the need to continually align the curriculum with changes in technology; outreach to bring Keefe's program to potential students; increasing opportunities for students and employers in the co-op program; successful pursuit of grant funding for state of the art vocational equipment; and maintaining the license status of student professional programs that advance Keefe students' vocational entry opportunities.

New School Committee Members

In August of 2014, after three years of dedicated service representing the Town of Hopkinton, Mr. Frank D'Urso resigned from the School Committee. The Selectmen of Hopkinton appointed Mia Crandall as their town's new representative.

Respectfully submitted,
Jonathan Evans
Superintendent-Director

SOUTH MIDDLESEX REGIONAL VOCATIONAL TECHNICAL SCHOOL COMMITTEE

ASHLAND

Edward Burman
William N. Gaine, Jr.

FRAMINGHAM

Nelson Goldin
Michael Rossi
John Kahn - Chairman
Linda Fobes
James Cameau
A.J. Mulvey
John Evans
Larry Cooper

HOPKINTON

Frank D'Urso replaced by Mia Crandall
Ruth Knowles

HOLLISTON

Sarah Commerford
Barry Sims

NATICK

Tassos Filledes
Dr. Stephen Kane

Morse Institute Library

www.morseinstitute.org

The Morse Institute Library is dedicated to making a difference in the life of our community and to offering services that are free of charge and available to everyone of every age, ability, and background in Natick. We strive to be the “town’s living room” and the “third place” where Natick residents feel welcomed and safe.

Highlights from 2014:

- In 2014, the library made needed enhancements to patron and staff safety, working with Natick fire and police to develop safety procedures and responses for staff.
- The library continues to evaluate and upgrade the technology we use in the building. In 2014, we added Wi-Fi printing access for library patrons, and a Scannx machine that does scanning, faxing, and printing. We also increased the memory in our public internet computers.
- The Morse Institute Library continues to serve as a Foundation Center Cooperating Collection. The library provides resources for individuals interested in learning how to apply for and write grants. The library offered eight webinars and training sessions in 2014.
- The library uses social media as one form of community outreach and publicity. In 2014 we had 1,023 “followers” on Facebook, a 37% increase over 2013.
- In 2014, the Reference Department continued to provide assistance to patrons on the use of eBooks and downloading electronic titles, as well as help with other electronic reference resources.
- In 2014, the library’s website was accessed 123,804 times. We are planning a lot of content and a restructuring of various parts of the website in 2015, so we anticipate an increase in site visits.
- Mobile users accounted for 31% of our traffic, up 34% from 2013.
- The library’s meeting rooms were heavily used in 2014. They were booked for almost 3,000 hours. Study rooms were used 3,374 times by 7,240 people.
- The library offered a variety of programs in 2014, totaling 642 programs with over 11,000 people attending. These programs included basic computer classes, music programs, guest authors, book groups, art displays and community exhibits, and summer reading programs.
- The library hosted 45 Teen programs that attracted 455 attendees.
- In 2014, the 17th year for the very popular Creative Connections program, the library hosted 8 events with 480 people attending.
- In 2014, the library added 17,914 new items to the collections, for a total of 199,786 items.
- The Veterans Oral History Project continues to add material to its collection. In 2014:
 - Twenty-three interviews were completed
 - 272 videos are now on the project’s website at www.natickvets.org
 - Nearly a dozen programs were offered by the project coordinator, Maureen Sullivan. Those programs included the popular annual Veterans Breakfast held at Kennedy Middle School, Veterans Day ceremonies, the annual Pearl Harbor Day ceremony, as well as presentations at area schools.
 - A printed guide to Natick’s Veterans’ squares was completed in 2014. A second edition will be printed in 2015.
- In 2014, the Morse Institute Library and the Natick Historical Society continued our work together through the shared use of an archival quality display case located in the library. This cooperation allows the Historical Society the opportunity to display some of its unique items at the library where we have more accessible hours. We also host the Society’s kiosk.
- 2014 saw a continuation of outreach programs by the Bookmobile to more underserved populations (i.e. seniors and homebound patrons). We are proud to continue our service to the U.S. Army Sol-

dier Systems Center (Natick Labs).

- Grants the library received in 2014 included the Nellie Mae Education Foundation - \$2,000; Veterans Oral History Project grant - \$30,000; The Stuart Foundation - \$1,000; and the Natick Garden Club - \$100.
- We continue to work cooperatively with the Bacon Free Library, and the new library director Meena Jain, providing Minuteman Library Network access, Natick Reads programming, and other expertise as needed.

In 2014, the Friends of the Morse Institute Library continued their generous support by providing funding for programs and books. The Friends provide funding for “speed reads,” as well as programs for children, teens, and adults, museum passes, bookmobile enhancements, and so much more. Funding from the Friends allows the Morse Institute to provide many quality programs and services which would otherwise not be possible.

Our dedicated volunteers give their time and talents to make the Morse the special place that it is. We cannot thank them enough for all they do for us. Every spring the library hosts a Volunteer Appreciation Luncheon to celebrate our volunteers and honor their service to us.

On behalf of the Trustees and staff, I wish to thank all of the individuals and groups that donated their time, talent, enthusiasm, and funding to the library in 2014.

Respectfully submitted for the Trustees,

Kathleen Donovan
Elliot Goodman
Joseph Keefe
Gerald Mazor
Sally McCoubrey

by
Linda B. Stetson, Library Director

Bacon Free Library

The Bacon Free Library’s mission is to provide popular materials and learning resources for the enjoyment and use of all Natick-area residents, with a special emphasis on supporting the educational needs of the community’s children. In accordance with the wishes of the library’s benefactor, Oliver Bacon, materials are selected to provide the broadest range of interest and topics.

Here’s a brief look at what we’ve accomplished recently and our hopes as we look forward.

Goals FY15:

In FY15, the Bacon Free Library (“BFL”) continued to provide considerable services and programs to the Natick community. Despite staffing changes, the BFL achieved its goal of providing valuable, educational services for the enjoyment and use of the public. With our “safe staffing” levels, we were able to be more creative in our planning, outreach and collaboration.

Our goal was to support the educational needs of the community's children.

Programming: We continued to enjoy regular visits from area schools. In addition to these visits, we had many programs for children which were very successful – including (but not limited to) author visits with Natasha Lowe and Judith Moffatt, pumpkin decorating, a visit with Santa and book clubs, comic book readathon/meet Batman & Catwoman, children's entertainers – Dale Freeman, Elaine Kessler, Stacey Peasley, Greg & Alex Magic and Sparkey's Puppets.

Our adult programming included author visits with Boston Globe columnist Matthew Gilbert, Mystery writer Kate Flora, the "History Witch" Lisa Graves, Young Adult author Victoria Aveyard, *Black Mass* author Dick Lehr; and Mark Bodanza with retired Boston Celtics player Jojo White. In addition, we had programs on Internet Marketing, Twitter in 30 Minutes, as well as New Gadgets and Gizmos. We had our regular book clubs and started a very successful Cookbook Club.

Collaborating: A few significant collaborative efforts in FY15 were an author visit with Michael Greenburg in conjunction with the Natick Historical Society, Maple Sugaring with the Natick Organic Farm, Celebration of Martin Luther King, Jr with SPARK Kindness, and author visit/scavenger hunt with Sara Hunter in conjunction with SPARK Kindness, Broadmoor, and Natick SEPAC. We saw the creation of the Charles River Community Groups – a cooperative, resource sharing group which includes the BFL, the Natick Historical Society, MassHort, Natick Community Organic Farm, Eliot Church and Broadmoor.

Goals FY16:

Our goals for FY16 are to increase our visibility in the community, to partner with local organizations and town departments for the express purpose of bringing more information and opportunities to our patrons, and to provide meaningful programs to the wide range of individuals who use the Bacon Free Library. In addition, we will continue our upward trend in circulation and program numbers.

Programming: With being fully staffed, the BFL will bring increased original and in-demand programs to the library which will reach out to every interest group in Natick and beyond. We will continue to grow our excellent children and adult programs.

Collaboration: The Director of the BFL will strengthen partnerships with local organizations, town departments (such as the Morse Library, the Council on Aging, the Fire and Police Departments, etc.) and virtual entities to pool resources and bring superior information and opportunities to community members. This will, in turn, enhance the BFL profile in the community and make the library a "destination" for the town. In addition, the BFL staff will increase its profile with the MBLC, Mass Library System, Minuteman and the library community – as resources are available here for the betterment of the Bacon Free Library community.

Technology: The staff at the BFL will utilize current and upcoming technological resources to meet our goals, provide our patrons the latest information on their digital choices both through Minuteman and the larger library community.

Outreach: The BFL is committed to reaching out to community members who are not currently using library services or have difficulty accessing the library. We are partnering with the Council on Aging, the Morse Library, SPARK Kindness and Natick Public Schools to find ways to provide library services to underserved groups in Natick.

On the Horizon

One of the biggest areas of change in the library is building improvement. We will be working on securing grants to change the windows, and exploring ways to make the library more accessible. These will be big projects which we expect to take several years but will greatly improve the patron experience at the BFL. We hope to collaborate with town departments as we go along the process to make sure we meet all of the requirements for our beautiful, historic building.

We will also be working on our Long Range Plan (“LRP”) for the (Massachusetts Board of Library Commissioners (“MBLC”) this year. This will make the BFL eligible for state grants and services. When this LRP is complete, the BFL will be able to apply for grants on literacy programs, digital and media literacy, outreach, preservation & digitization and staff development.

As noted above, our other significant objective is to increase our ability to be the kind of library which is accessible to every portion of the population. This could mean partnering with unique entities in the area, bringing beloved characters to the library for our large children’s population, having current authors visit, bringing reading devices to our most vulnerable community members or having reading materials for every interest level. We want to be “that” library which people talk about in impressed tones, which in turn, shines a light on the entire town.

Public Safety

Fire Department

I am pleased to report the developments of the Natick Fire Department for the year 2014. This year we purchased a new E-One Pumper Fire Truck, which is stationed in South Natick. The engine that it replaces (2001 E-One) will become our spare engine and the spare engine (1995 E-One) will be auctioned off.

Deputy Chief Paul Tota, Captain Salvatore Arena and Firefighter Gary Doucette retired this year., among them they had more than 92 years of combined service and experience. I wish them a long, healthy and happy retirement, they will truly be missed.

This year we welcomed Firefighter/Paramedic Derek Dupre and Firefighter/Paramedic Joseph Marashio to the ranks of the NFD. They both came to us from other fire departments and were already Fire Academy trained. After a short orientation program they were assigned to a shift, where they began responding to emergency calls.

For the third and final year the Natick Fire Department received a grant from the MetroWest Health Care Foundation to support having the NFD CPR/AED Training Team teach Natick High School students in CPR, Cardiac Defibrillation and Basic First Aid. We are now into the third phase of this program where we are training freshmen for the first time and juniors for the second time (they were the first freshmen class taught by this program in 2013). This training will keep the entire high school student body (98-99%) CPR certified. The CPR Team also trained 377 town employees and citizens this year, which is the direct result of the support from the Town Administrator and Board of Selectmen for the funding and expansion of this program into the future, for which I thank them. Lieutenant Ron Downing and his team-FF. Brogan, Lt. Forance, FF. Spencer, Lt. Norris, FF. Quilty, FF. Herring, FF. Hartwell, FF. Collins, FF. Farquharson, FF. Sansossio and Capt. Rothman deserves special thanks for facilitating and expanding this program.

Fire Prevention

Captain Rocco Franciose

The Fire Prevention Division inspected all schools, day care facilities, hotels, nursing homes, hospitals and liquor license holders as well as various businesses. We also investigated and followed up on complaints and violations.

Inspector Quigley-Boylan applied for and again received a SAFE Grant (Student Awareness and Fire Safety). This money was used to fund many programs both in the schools and at the Fire Station. We were able to purchase a Fire Safety House through public education funds and a donation from the Natick Firefighter Union, Local 1707.

She also received a Senior Safe Grant which provides educational programs for the senior citizens of Natick. She also visited their homes and installed smoke and carbon monoxide detectors, as well as providing fire safety advice. A Fire Prevention Fair was held at Fire Headquarters in October.

MathWorks finished one project this year and started a new project on their site. The Natick Paperboard (The Natick Mews) project started this year and is underway.

Plan reviews, for both residential and commercial projects, were conducted. Again, we thank Fire Protection Engineer, Maurice Pilette, for all his help with commercial plan reviews. His guidance and assistance are invaluable.

Permits Issued

Open Burning	183
UST Removal	4
Sprinkler Installation	82
Flammable Storage	19
Fire Alarm Installation	89
Tank Truck	42
Fixed Fire Suppression	3
Propane Storage	41
Cutting and Welding	13
Blasting	5
Oil Burner	112
Smoke Detector Certificate	551
<u>Certificate of Occupancy</u>	<u>467</u>
Total	1611

Training Division

Acting Deputy Chief Eugene Rothman, MS/EM, NREMT-P

One of the most significant events to stir up the Natick Fire Department this past year was actually a change at the Massachusetts Office of Emergency Medical Services (OEMS) when it finalized its new relationship with the National Registry of EMTs. This change brings Massachusetts into what is becoming a nation-wide standard of certification and education for pre-hospital care providers, which is a great milestone, but it has come with a very steep learning curve, especially for the Training Division. With all of that, we were able to recertify 41 members of the Department this year, with the balance recertifying this coming April, 2015.

In response to both current and past events, 2014 ushered a number of wide-ranging training programs including *naloxone* administration for EMTs and First Responders (naloxone is given for heroin overdoses), and Ebola preparedness.

In advance of the first Boston Marathon to take place after the horrific terrorist attacks of April 2013, we hosted and participated in a massive planning and training effort, working closely with a number of agencies, especially the Natick Police Department, the Massachusetts State Police, the Massachusetts Emergency Management Agency, and other federal and state partners.

Communications Division

Gordon VanTassel

This past year we upgraded the Dispatch Center, Voc alarm and PA system. The Dispatch Center for both the fire and police was modernized, as it was outdated from when the new complex was built 16 years ago. Both the Voc alarm and PA system for the fire department were also antiquated and were in need of replacement.

Three new master fire alarm boxes were added this year. Through our connection fees for the master boxes we continue to generate over \$60,000 for the Town of Natick. Normal maintenance and testing was performed on all of the fire alarm circuits. Maintenance on the twenty intersections with traffic lights and twelve crosswalk signals has increased significantly during the past year due to road construction and the age of some of the intersections.

Work is continuing to reduce the number of double utility poles throughout the town. I work in conjunction with NStar to see that these are taken care of whenever needed.

The Town's part of the job has been completed in the reconstruction of the Rte 9 and Oak Street intersection. This involved rerouting all of the Town's communication cables in that area.

Dom Mallozzi continues to provide the fire department, police department and the entire town valuable assistance with our radio and communications systems.

Ambulance Fees

January	\$121,296.43	July	\$108,449.47
February	138,352.20	August	127,308.08
March	134,118.42	September	126,613.03
April	122,882.61	October	147,600.34
May	152,870.70	November	107,500.03
June	150,549.18	December	148,650.82

3 Year Total

<u>2012</u>	<u>2013</u>	<u>2014</u>
\$1,453,895.75	\$1,538,074.95	\$1,586,191.31

Service Fees

January	4,845.00	July	4,310.00
February	2,716.00	August	6,800.00
March	8,215.00	September	6,660.00
April	5,265.00	October	1,668.00
May	2,705.00	November	5,779.73
June	9,391.00	December	6,450.00

3 Year Total

<u>2012</u>	<u>2013</u>	<u>2014</u>
\$114,179.98	\$115,518.36	\$64,804.73

Record of Fire Calls

<u>Incident/Type Category</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>
Fire/Explosion	94	109	103
Overpressure/Rupture	3	3	3
Rescue Call	2819	2860	3076
Hazardous Condition	336	311	272
Service Call	412	438	453
Good Intent Call	243	250	247
False Call	662	732	706
Severe Weather/Natural Disaster	34	10	22
Special Type Complaint	<u>11</u>	<u>13</u>	<u>19</u>
Total	4614	4726	4901

	<u>2012</u>	<u>2013</u>	<u>2014</u>
Mutual Aid Rendered (Fire/Amb.)	111	133	114
Mutual Aid Given (Fire/Amb.)	51	54	69

The preparation of this report marks the second anniversary of Firefighter Joe Slattery's passing and, as always, our thoughts and prayers go out to his family. We will endeavor to honor his memory by our continued efforts to provide the best, safest and most professional fire protection, disaster response, and medical care to the residents and visitors of the Town of Natick.

Respectfully submitted,

Richard A. White
Chief of Department

Police Department



Calendar year 2014 could be best described as the year of transition as well as enlightenment for the Natick Police Department. With the start of the New Year, the town and the police department were awakened to the realization that we were faced with a major epidemic in opiate addiction. We lost young members of our community to this problem and the police department and organizations in the town began their focus on addressing this problem. As a result the police department began to make plans and prepare strategy to attack this issue. Working with the School Department, Health Department, Community Services and Natick Together for Youth, we hope that we will be able to stem this dangerous trend before more lives are lost.

In 2014 the Natick Police Department worked diligently to complete its first Strategic Plan. There were several areas contained in the plan that emerged as priorities, and some have been undertaken and implemented during the development of the plan and before it was finalized. These goals and objectives will continue to guide our efforts over the next three (3) years of the plan.

Personnel Updates

The Natick Police Department experienced a large number of retirements of long-standing members of the organization during 2014.

- Lieutenant Steven Pagliarulo retired after more than 30 years of service.
- Lieutenant Paul Thompson retired after almost 40 years of service.
- Officer William Geissler retired after more than 30 years of service.
- Officer Diane Morrill retired after more than 25 years.
- Officer Joseph Thurston retired after 15 years of service.

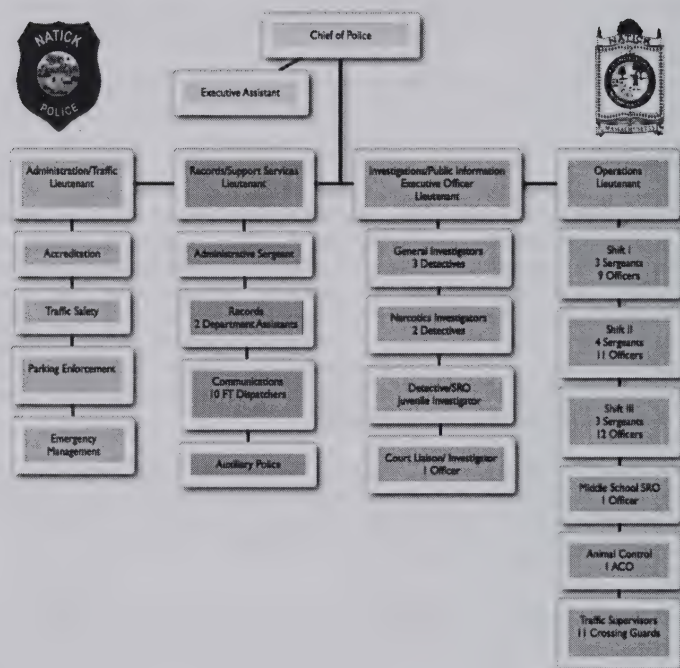
Also Officer Thomas Butler was activated for military duty and served the country for the entire year of 2014.

Internal Affair Complaints:

Types:	Abusive Language -	2
	Conduct Unbecoming -	0
	Excessive Force -	1
	Violation Policy -	3
	Violation Rules -	2
Disposition:	Unfounded -	1
	Sustained -	1
	Under Investigation -	2
	Not Sustained -	3
	Exonerated -	1

Department Organization

The chart below depicts the organizational structure of the Natick Police Department as of January 1, 2015.



Court Activity

During 2014, 1,203 complaints were forwarded to the Natick District Court for prosecution. In addition the Records Room staff processed 1,578 offense reports, 857 motor vehicle crash reports, and 3,911 citations.

The following illustrates traffic enforcement and crash data for 2014 as compared to 2012 and 2013 data:

Violation Breakdown	2012	2013	2014
Civil Motor Vehicle Infractions	1,260	1,813	1,077
Written Warnings	1,189	1,389	2,214
Arrests	197	162	143
Criminal Complaints	420	390	477
OUI	71	54	50

Crash Particulars			
Total Crashes	823	890	857
Fatal Injury	2	0	1
Non-Fatal Injury (incapacitating)	18	25	22
Non-Fatal Injury (non-incapacitating)	56	72	59
Possible Injury	83	78	71

Officer of the Year

Christopher J. DiModica was named the Natick Police Department Officer of the Year for the year 2014.

For his consistent excellence in police duty throughout the year, never before were Officer DiModica’s talents more on display or needed than one winter’s evening while on a detail. As the crew prepared to complete its work, a terrible accident occurred. Officer DiModica immediately realized what was happening, determined what needed to be done and made immediate use of the resources available to him. In an unexpected and horrific circumstance, Officer DiModica was able to maintain his composure and take action to ensure the best chances for survival of the victims.

It is his actions in instances such as these that have led to Officer DiModica being viewed as a leader by his peers and his being considered emblematic of the future of the Natick Police Department.

Animal Control

Animal Control enforces state regulations and town bylaws as it relates to domestic animals and wildlife. The animal control officer also administers to sick and injured animals as well as deceased animals on the roadways within the town borders. The following is a list of Animal Control activity during 2014:

Domestic		Wildlife	
Unrestrained Dog Complaints	87	Sick /Injured Raccoons	36
Barking Dog Complaints	103	Sick/Injured Skunks	49
Dogs Struck By Motor Vehicles	6	Sick/Injured Possums	9
Stray Dogs Reported	29	Sick/Injured Woodchucks	7
Dog Bites Reported	20	Sick/Injured Squirrels	21
Lost Dogs Reported	72	Coyote/Fox Sightings	27
Lost Cats Reported	48	Sick/Injured Fox	19
Stray Cats Reported	51	Sick/Injured Birds Of Prey & Waterfowl	22
Cats Struck By Motor Vehicles	33	Sick/Injured Rabbits	20
Cat Bites Reported	2	Sick/Injured Bats	38
Lost Exotic Birds	4	Deer Struck By Motor Vehicles	18
Lost Ferrets	0	Deceased Animals (Roadways)	118
Informational Statistics			
Animal Cruelty Cases Investigated	31		
Wild Animals Removed From Dwellings	27		
Citations Issued	18		
Written Warnings Issued	55		
Mutual Aid To Other Communities	10		
Assistance Calls For Service	164		
Informational Calls	179		
Livestock Complaints	0		
Farms/Barns Inspected	33		
Kennels Inspected	4		

Respectfully Submitted,

Chief James G. Hicks

Public Works

Mission Statement

The year 2014 was largely defined by how it began. We started off with bad winter weather, having 27 snow events, extreme cold weather causing numerous water breaks among other damage, and most notably, the tragic loss of Michael McDaniel, Jr., General Foreman, Water Division (26 years) with the Town. Mike died in the line of duty. Countless fellow Public Works brothers and sisters attended the services honoring his life.

As the year progressed, Natick Public Works continued its focus on all necessary daily duties, including capital improvements and projects.

The mission of the Natick Public Works Department is to maintain and improve the infrastructure, equipment and recreational facilities of the Town in a cost-efficient and sustainable manner. Public Works will be ready and available to provide an immediate and professional response to all emergency and non-emergency situations.

The Department will continue to provide safe and adequate drinking water and fire protection by maintaining and improving, with available resources, the water treatment plant, wells and water distribution mains throughout the Town. The Department will also provide dependable and reliable trash collection and recycling service to the residents of the Town.

The Department will assist, support, and cooperate with all Town departments, boards and commissions as well as other municipalities, state and federal agencies, and engage in all relevant activities that promote and benefit the Town and the quality of life for all its citizens.

The Public Works Department also wishes to recognize and thank two longtime employees, Orazio Magazzu, General Foreman, Highway (33 years), and Peter St. Germain, Lead Mechanic, Equipment Division (28 years), for their dedicated service to the Town of Natick and its residents. We wish them a long, happy, and healthy retirement.

The following is a summary of the activities the various divisions within Natick Public Works accomplished.

ENGINEERING DIVISION

The Engineering Division of the Public Works Department provides guidance and technical support to all the various Departments, Boards and Commissions within Town Government, as well as to the citizens of Natick.

The Engineering Division is the repository of street layout plans, site development plans, utility as-built plans and other various record plans. Updating of these plans as well as other maps such as the Assessors' maps, various zoning maps and street maps is an important duty of the Engineering Division. This updating process includes maintaining accurate as-built records for the Town's water distribution system, sanitary sewer system, storm drainage systems, and individual utility service connections for all buildings within the Town.

The Engineering Division, as part of the site development approval process, provides technical assistance to the Zoning Board of Appeals, Conservation Commission, and the Planning Board in the review of all site plans and subdivision plans. This process includes the review of plans and supporting documentation

to ensure compliance with all Town standards and requirements. After a plan is approved, the Engineering Division is further responsible for calculating and maintaining various construction performance bonds and is responsible for all related site utility and roadway construction inspection.

In addition to the above, the Engineering Division completed the following during 2014:

- Issued 261 street opening permits and provided the necessary inspections.
- Provided follow up inspections on 43 occupancy certificates.
- Issued 93 water service connection permits and provided the necessary inspections.
- Issued 89 sewer service connection permits and provided the necessary inspections.
- Issued 92 trench opening permits.
- Provided 292 field utility mark-outs for ongoing Town-wide construction activity.
- Reviewed 238 applications as part of Building Permit Application process.
- Provided Town Project Coordination for the MassDOT Marion Street Bridge replacement contract.
- Negotiated and worked with private property owners on grants of easements to the Town. Presented easements to the Board of Selectmen for approval and acceptance. Recorded all approved easement plans and documents at the Middlesex Registry of Deeds.
- Presented Walnut Hill Drive and Highland Street for acceptance by Town Meeting. Street Acceptance Plans and Documents were recorded at the Middlesex Registry of Deeds.
- Continued work as required on the Town's Storm Water Master Plan and NPDES General Permit. Completed permit year goals, and filed yearly EPA status report. Continued with the design and implementation planning for the new 5 year permit to be administered by the EPA (beginning in 2016 – tentative).
- Provided Town project coordination for the MassDOT North Main Street Reconstruction project, Route 9/27 & Route 9/Oak Street Intersection Improvements, and for the FedEx and MathWorks access permits.
- Managed the yearly Chapter 90 - Roadway Improvement at various locations Contract.
- Provided Construction Management/Inspection Services for the Kansas Street Roadway and Drainage Improvements Project, construction to be completed Spring 2015.
- Completed the design and permitting for Pine Street Roadway and Drainage Improvements Project, construction to start Spring 2015.
- Completed the design and permitting to address drainage problems in the Willow Street area, construction to start Summer 2015.
- Completed the design and permitting for the Pond Street retaining wall replacement project, construction to be completed Spring 2015.
- Presented a new 5 Year Roadway Pavement Maintenance Plan to the Board of Selectmen.

EQUIPMENT MAINTENANCE DIVISION

The Equipment Maintenance Division of Public Works oversees the maintenance of all town-owned equipment, which includes Police, Fire, Highway, Sanitation, Recycling, Water/ Sewer, LFNR, Emergency Generators, Fuel Depot, Recreation, Administration, Library, Farm and all Town Hall vehicles. This Division also fills a very important role as a support division to all town departments at any given time, including all emergencies.

The Division consists of eight employees, including a Supervisor, General Foreman, Working Foreman, Lead Mechanic, and four Mechanic Welders. We were honored to have Peter St. Germain, Lead Mechanic (Police Station), retire after 28 years with the Town. He will be greatly missed, but we hope he enjoys his retirement. The Equipment Maintenance Division continues the training of its technicians to achieve ASE and EVT certifications to better serve the Town of Natick.

In regards to safety this Division has taken great steps forward in 2014. The Equipment Maintenance Division begins each morning with a “tool box talk” where an employee chooses a specific safety topic to present and discuss. This simple meeting has had a great impact on the shop safety atmosphere, as well as promoting teamwork and making employees more aware of their surroundings. Furthermore, we continue to work side by side with all departments in the Town to ensure proper manufacturer training is offered to all employees when new equipment is purchased.

This Division has also worked to ensure that refresher training with manufacturers and the Town’s insurance company is scheduled and completed in a timely manner. In addition, the Equipment Maintenance Division has spent time adding additional safety equipment to trucks, including additional amber warning lights, improved scene lighting, and the installation of rear backup cameras. We have worked closely with other divisions to make sure the proper steps are taken in keeping vehicles clean and free of clutter. This detail promotes a healthier work environment and increases the longevity of the vehicles and equipment. An important part of the Division’s responsibilities that is often overlooked is the welding, fabrication, and body repair projects we do for the Town of Natick. An example from 2014 is the building of a new pusher snow plow that incorporates recycled loader tires. The Division also worked with other departments on projects such as welding goal posts, repairing community docks, and field work such as welding and torch work. The Division was honored to assist in the 9/11 memorial by fabricating steel supports for the structure.

In 2014 the Town invested in a new fuel management system, which was installed and overseen by the Division. This new system allows the Town to closely monitor the fuel usage on a day to day and vehicle to vehicle basis. The system will help keep track of scheduled maintenance while allowing us to understand how fuel consumption fluctuates based on the weather. The fuel consumption tracking units will be installed on every vehicle registered to the Town of Natick. The Division is also responsible for the maintenance and troubleshooting of the Town’s only fuel depot.

Through the use of the website PublicSurplus.com, the Division has been able to auction off retired town equipment and vehicles. Items such as trucks, backhoes, sweepers, printers, pumps and other various items have been auctioned through this website. In 2014, \$160,000 in revenue was received from auctions for use towards the purchase of newer replacement equipment. By using PublicSurplus.com, we have been able to bring in two to three times the normal trade in value. This provides a greater return on investment for the Town, as vehicles and equipment have reached the end of their useful life.

In 2014 the Equipment Maintenance Division put great emphasis on preventative maintenance in order to reduce the amount of corrective maintenance, which affects the overall functioning of many departments. The Division has created and implemented many working forms and tables that directly aid in the tracking of maintenance. Research was conducted in regards to tires and their effect on recapping longevity, which led to the purchase of specific tires to help the Town reduce the tire costs.

In conclusion, the Division staff is proud to be a part of the Public Works Department. We take pride in what we do and are honored to work closely with all departments in providing respectable services to the Town of Natick and its residents.

HIGHWAY AND SANITATION DIVISION

In 2014 the Highway and Sanitation Division performed all routine duties as well as numerous added assignments. The Division paved approximately 3,350 feet of asphalt curbing, with the majority being

repairs from the previous winter along with new areas that were added. All of these curb repairs were backfilled with loam and seeded. In 2014 the following streets were rehabilitated as part of the Department's Roadway Pavement Management Program utilizing Chapter 90 State Funding: Indian Ridge Road, Indian Ridge Way, Lantern Lane, Apple Ridge Drive, Summer Street, and Pitts Street. These roads received total reclamation, new roadway pavement, sidewalks, and curbing. Storm drainage, valve boxes and sanitary sewer castings were replaced as needed and the adjacent areas were loamed and seeded.

The Division performed all regular street sweeping duties, including the sweeping of all main road sidewalks. Sidewalk sweeping activities were completed by the second week of April. The balance of all roadways, schools parking lots, and municipal parking lots were completed by June 15th. The Division removed approximately 1,985 tons of street sweepings that were then tested by an independent lab for contaminants prior to proper disposal at a permitted sanitary landfill. In 2014 the Division painted all 283 crosswalks, all stop bars, pavement stencils, and municipal parking lots. A total of 232,644 linear feet of white edge line and 117,920 linear feet of double yellow center lines was painted. The Division repaired and replaced 248 street signs and constructed 90 new signs. The Division is also responsible for lettering all new municipal vehicles.

Approximately 79.5" of snow fell during the winter of 2013-2014, which was comprised of 27 separate storm events. There were 7 plowable storms and 20 sand and salt operation storms. One of the major storm events required the removal of snow from the downtown business district. The Division applied approximately 4,500 tons of salt and 5,300 tons of sand to the roadways to ensure public safety. All roads, schools, municipal buildings and parking lots were treated by the Highway Division with the assistance of the Water/Sewer, Land Facilities, and Equipment Maintenance Division. Storms in excess of 2 inches of snow also require the use of private contractors (28 separate pieces of contracted equipment were used in 2014). The Division plows 41 miles of sidewalks along main roadways and around schools. The Division also provides 25 sand barrels in designated areas for residents to use. The sand/salt mix at the Oak Street Maintenance Yard is also available for use by residents.

In 2014 the Division repaired 56 catch basins, 9 drainage manholes, and installed 5 new drainage structures. As required by the Town's Stormwater Discharge Permit, the Department continues to clean 1/3 of the catch basins townwide each year (approximately 1,250 structures per year). This work is managed by the Division and performed by a contracted vendor. The material removed from drainage structures is tested thoroughly by an independent lab and then is hauled to a permitted sanitary landfill for disposal.

The Division continues to work with all departments in the Town such as the Town Clerk's office for signs and voting issues, the School Department with removing solid waste and recycling, and the Police and Fire Departments with all planned events and emergencies.

The Division successfully implemented and conducted one full year of in-house curbside recycling. The Division is also responsible for the curbside collection of all solid waste. The Division collected 5,780 tons of solid waste and 4,087 tons of single stream recycling as part of the curbside collection program. The Division also collects solid waste and recycling at all schools, municipal buildings, Cedar Gardens elderly housing complex, and the Coolidge Gardens elderly housing complex. Working with the Natick Housing Authority, the Division collected and disposed of 128 tons of solid waste from the elderly housing complexes. The Division maintains 125 solid waste and recycling containers at public parks and in the downtown area. The Division collects 31.5 tons of solid waste from the receptacles at Town parks. The Division also maintains solid waste and cardboard dumpsters at all schools and municipal buildings, as well as 96 gallon totes for recycling.

The Division manages the Recycling Center, which in 2014 collected and disposed of the following material: 6.7 tons of Styrofoam, 23.75 tons of rigid plastics, 133 tons of mixed paper, 179 tons of cardboard, 29.5 tons of single stream recyclables, 139 tons of light metal, 26.9 tons of recycled electronics, 8,936 assorted small light bulbs, 29,088lf of florescent bulbs, 78 propane tanks, 1,100 gallons of waste oil, 26 55-gallon drums of latex paint, and 7 hazmat packs of enamel paint. The Division continued its efforts to market and sell recyclable materials, creating revenue to help offset the cost of the Sanitation Program.

The Division collected spring yard waste on the first two full weeks in May on trash days, and in the fall we picked up yard waste on the last three Mondays in November and the first Monday in December. Christmas trees were collected the first two weeks in January. This organic material is chipped and composted into reusable mulch.

The Highway and Sanitation Division wishes to thank Orazio Magazzu, who retired this past October, for 33 years of dedicated service to the Town Of Natick.

LAND FACILITIES AND NATURAL RESOURCES DIVISION

During the past calendar year the Division of Land Facilities and Natural Resources performed the traditional department activities and completed a number of special projects. With a staff of seven full-time and two part-time employees led by one supervisor, the Division is responsible for the maintenance of many open spaces throughout town, including athletic fields, the Town Common, facility landscapes, and park areas such as Dam Park, The Grove, and the two town cemeteries at Boden Lane and in South Natick. The Division is also responsible for public shade tree plant health care and tree care for other trees on town owned land.

During the winter and spring months the division foreman, Rich Allen, was out for an extended period of time. Rich's absence was filled by the Working Foreman Scott Baccari. Scott did a tremendous job with the extra work load and played a critical role to ensure that the level of service provided by the division was affected as little as possible. Because of the absence of Rich, the department was forced to re-prioritize some tasks, such as core aerification of fields for the spring season.

The Division serves as the liaison and manages the labor provided by the South Middlesex Correction Facility. This relationship has proven to be very valuable to the Town of Natick and the extra hands have been utilized by multiple divisions within the Public Works Department. The correctional labor has completed many beautification projects throughout town, including removing overgrown brush, painting, collection of debris along roadways, and projects at the William L. Chase Arena.

For public shade tree management the Division in combination with a contractor, removed thirty-eight hazardous trees, pruned thirty-four trees, and removed thirty-five stumps from public ways and town land. The Division also responded to seventy-one calls regarding tree emergencies. The Division continues to develop a comprehensive plan to re-plant trees throughout the town. During the past calendar year the Division planted specimen species, including a fern leaf beech and a Serbian spruce. The Division also worked in close collaboration with a resident, Mary Estella. Ms. Estella graciously provided the Town with ten saplings to be planted this coming spring on public land. The species include white pine, American elm, and black oak.

For the 2014 calendar year the Division assumed the responsibility of care and maintenance of the new JJ Lane Park on Speen Street. This passive recreation park opened in 2014 with great success due to the efforts of Recreation and Parks Director Jon Marshall. Mr. Marshall worked closely with the Division to

ensure the project's success following completion. The Division also made improvements to the park at South Natick Falls, Grove Park, and a number of the Town's athletic fields. The Division advanced its Turf Grass Management Program, which includes a carbon based fertility program that utilizes organic fertilizer. The Division served as captain for the Marathon Daffodil Planting Project. The Planting Project was an effort spearheaded by the Massachusetts Horticultural Society to plant daffodils along the entire Boston Marathon Route in honor of the Marathon Bombing victims of 2013. The town helped distribute and plant 10,000 bulbs, working in conjunction with the Girl Scouts, Natick Garden Club, and many other residents and volunteers. Planting sites included public areas such as the Town Common, as well as commercial properties such as the FCC Church, Santander Bank, and Hogan Tire. During the 2014 Boston Marathon the blooming daffodils could be seen all along the route through Natick.

The Division continues to make improvements to the web-based asset management system. This customizable system has enabled the Division to create a digital history of tree inventories, tree hazard mitigation, tree replant sites, preventative maintenance for fields and park areas, and provides the opportunity to log corrective actions taken throughout town. This information is available in real time in the field for the Supervisor and staff, increasing efficiency and creating a detailed paperless record.

WATER AND SEWER DIVISION

The Water and Sewer Division is responsible for providing safe and adequate drinking water, fire protection, and sanitary sewage collection service for the businesses and residents of the Town. The Division operates and maintains twelve water supply wells at five locations, the Springvale Water Treatment Facility, 196 miles of water distribution mains, nine million gallons of storage at two enclosed reservoirs, 1,400 fire hydrants, and 13,000 water meters. The Division is responsible for weekly water quality testing and compliance with state and federal drinking water requirements.

The Division pumped, treated, and distributed 1,169 million gallons of potable water during 2014. The Division changed 81 water services, repaired 37 water service leaks, and 13 water main leaks. The Division also replaced and repaired 6 fire hydrants. Division personnel maintained 13,500 radio read water meters throughout Town. The Division replaced 900 old water meter radio transmitters with new transmitters. The Division also completed 2,152 mandatory tests of backflow prevention devices. To improve the water quality and improve the distribution systems capacity, the Division recently instituted a uni-directional flushing program. The entire distribution system is flushed twice annually to remove sediments. This best management practice improves the taste, clarity and color of the water. The flushing program also helps minimize the amount of treatment agents used at the Plant and will help prolong the service life of the distribution mains and valves.

During 2014, the Division completed multiple capital improvement projects including building and chemical feed rehabilitation at the Pine Oaks Well Facility, roof coating and mixing system improvements at the Town Forest Reservoir, and Elm Bank Well Facility VFD upgrades. Capital improvements currently under construction include the Evergreen Well #1 replacement and rehabilitation and Tonka filter valve replacement project at the Water Treatment Facility.

The Division operates and maintains over 150 miles of sewer collection mains and manages 34 sewer pump stations throughout Town. The Division pumped an average of 3 million gallons of sewerage per day in CY2011 through 2013. Collected sewerage is discharged at several locations within Town into large diameter sewer interceptors operated by the Massachusetts Water Resources Authority. Flows continue to the Authority's Deer Island Wastewater Facility for treatment.

The Division maintains and inspects daily the 34 sewer pump stations throughout the Town. The Division performs ongoing and routine maintenance to the gravity sewer mains in different sections of the collection system throughout the year as weather permits.

The Division continues the sewer main relining program to improve old and decaying sewer main infrastructure. The Division is contracting to do pipeline video inspections and cleaning/relining of sewer mains in various parts of Town. The pipeline inspection work will provide a list of sewer segments that require lining, repairs or more frequent cleaning to maintain adequate flow velocities. This ongoing maintenance and improvement to the Town's sewer mains removes infiltration of ground water and inflows of surface water to the collection system, which help reduce the MWRA Assessment charged to the Town.

In 2014, the Division, in conjunction with Framingham Sewer Department, completed a new sewer force main on Speen Street from Chrysler Road to the Natick Mall entrance, which completed this multi-year project. The Division also completed several capital improvement projects, including foundation wall repair and grinder pump installation for the Prime Park Sewer Pump Station. Capital improvements currently under design/construction include the Travis Road Sewer Pump Station Building Rehabilitation/generator installation and the Eliot Hill Sewer Pump Station Replacement.

Respectfully submitted,

Tom Collins

Deputy Director of Public Works

"Public Works - The Silent Arm of Public Safety"

Boards, Committees & Commissions

Affordable Housing Trust Fund

Membership during 2014

At start of year:

Jay Ball
Barbara DePasquale
Laura Duncan, Clerk
Glen Glater
Carol Goff, Chair
Randy Johnson, Vice Chair
Glenn Kramer
Scott Marshall

At conclusion of year:

Jay Ball
Barbara DePasquale, Clerk
Laura Duncan
Glen Glater
Randy Johnson, Chair
Nicholas Mabardy

Natick Housing Planner:

Joseph Merkel

The Natick Affordable Housing Trust was formed in February 2008 through Town Meeting under Massachusetts General Law Chapter 44, Section 55C. The Trust adopted the following mission: *To provide for the creation and preservation of affordable housing in the Town of Natick for the benefit of low and moderate income individuals and families.*

NAHTF Meetings are held each month in conjunction with the Natick Community Development Advisory Committee (CDAC). Each entity maintains separate meeting minutes.

During 2014, the NAHTF funded the *Homeless Emergency Housing Voucher Program*. This initiative, largely administrated by the Natick Police Department, housed homeless individuals and families who lacked shelter during the cold weather months in local motels. During the 2013-14 winter, eight vouchers were used, at an expense of \$640.00. The NAHTF voted to reactivate this program for the 2014-15 winter.

The Down Payment Assistance Program continued through 2014, with ten loans totaling \$90,000 written for eligible buyers of affordable housing. One concern of the NAHTF in this program has been the relatively high legal costs for the small loans, which average approximately \$1,500 for a \$5,000 or \$10,000 loan. Member Mabardy, the representative from the Board of Selectman, is inquiring if the town counsel can supply these services with out separate billing to the NAHTF.

Collaboration with the Natick Housing Authority continued in 2014. Representatives from the NHA, including the director, Eileen Merritt, were frequently in attendance, and provided updates on NHA activities. Following the NAHTF-funded successful creation of two accessible units at the Cedar Gardens development, the NAHTF voted to support the conversion of the vacant NHA 18-unit congregate single room occupancy units at the Coolidge Hayes House into (10) 1 bedroom units for a special needs population. The NHA leveraged the NAHTF support into a funding commitment from the Massachusetts Department of Housing and Community Development (DHCD) to fully finance the project. Design is underway, and a preliminary meeting with the Natick ZBA was held in December.

The NAHTF also is contributing funds to the rehab of 6 Plain Street, a two-family house owned by the NHA which has been vacant for several years. Again, the NAHTF contribution was leveraged into funding

commitments from DHCD to fully rehabilitate the structure.

Vacant land at 56 Everett Street, a property deeded from the Town to the NAHTF, was sold in 2014, with the proceeds to be used for the creation of additional affordable housing. The initial use of a portion of these funds has been directed to vacant land on Bacon Street, a property which was deeded to the NAHTF as part of a Natick Planning Board decision regarding the expansion of Bernardi Honda. The NAHTF intends to work with Keefe Technical School in the construction of a two-family house and is working on an RFQ for design services.

Metro West Collaborative Development is working with the NAHTF in the identification of possible affordable housing projects. This fall, the organization held a forum focused on finding affordable housing. Metro West representative, Steven Laferriere, is a frequent attendee of meetings, and contributes greatly to the discussion and strategic planning of affordable housing.

The NAHTF and CDAC initiated discussion among affected town boards as to whether a move to have Natick adopt the benefits of the Community Preservation Act would be appropriate. The NAHTF supports this initiative, in recognition of the limited yearly funding available from the WestMetro HOME consortium, and the importance of local funding “matches” in larger development projects.

The Trust started the year with eight members, and is ending with six. The Board of Selectmen has been notified about the vacancies. Resigning members Carol Gloff, Glenn Kramer and Scott Marshall are thanked for their contributions.

The composition of the Trust, in addition to citizens-at-large, includes representatives from the Board of Selectmen, the Planning Board, the legal profession, real estate and construction. This make-up contributes greatly to the ability of the Trust to accomplish objectives and has made the experience of the volunteer members a rewarding one.

Randy Johnson
Chairman, Natick Affordable Housing Trust

Bacon Free Library Maintenance Committee

General:

The Bacon Free Library Maintenance Committee is required to review all expenditures by the Library. Each committee member reviews, approves and signs invoices for all expenses including payroll, utilities and book purchases.

Budget:

The Committee does not have an operating budget.

Current Year Information:

On a monthly basis (or as needed) during 2014, the Committee reviewed and signed invoices for all expenses.

D. Michael Collins
Ruth Fox
John Manning
Steve Wilson

Natick Bicycle and Pedestrian Advisory Committee (NBPAC)

The NBPAC, consisting of seven members, was founded in 1997, recognized by the Board of Selectmen in 1998, and reconfirmed by the Board of Selectmen in 2001.

The Natick Bicycle and Pedestrian Advisory Committee serves to advise the Town on issues relating to the safe and proper use of roads, sidewalks and trails by and for bicyclists and pedestrians, and to make Natick more bicycle and pedestrian friendly through public education and outreach, and by consultation and coordination with Town departments and boards.

2014 Accomplishments

- Promoted awareness of new bike lanes on East Central street through messages on electronic message board and a poster on the Town Common.
- Members continued to provide support for the Safe Steps Grant, funded by the Metrowest Community Healthcare Foundation, by participating in a sidewalk audit throughout town to assess pedestrian accommodations for all users. Data collection is complete; data analysis and usage remains an on-going process.
- Partnered with Selectman Josh Ostroff to draft a Walkability Guidelines document for use by Natick Town departments. This document, currently in draft form, incorporates complete street guidelines and aims to guide town prioritization of initiatives as it pertains to safe streets for biking and pedestrian traffic.
- Provided input on bicycle and pedestrian issues to the Planning Board in review for permit applications.
- Represented the committee at meetings of the Safety Committee and the Cochituate Rail Trail Committee.
- Attended the Commonwealth's "Moving Together" conference to learn about design practices and organizations engaged in bicycle and pedestrian advocacy.

Conclusion

We thank the many individuals and groups that help our projects for better sidewalks and trails for pedestrians, for better traffic solutions for bicyclists, and more. We invite everyone who wishes to join us in the year to come and volunteer to assist us in supporting the town's development. Please refer to the town's public calendar for specific meeting times and locations.

Respectfully submitted,

Heather Levinson, Chair

John Magee

Chris Thayer

Deborah Pope-Lance

Mike Sullivan

Glynn Hawley

Meg Kiely

Mike McMahon

Cable Advisory Board

The Cable Advisory Board's most important function is as a liaison between the Town of Natick and any existing or future cable licensees. The Board also represents and advises the Board of Selectmen in negotiating the franchise licenses with whichever cable providers they wish to allow to operate in the Town. Currently Comcast, RCN Corporation and Verizon hold licenses to operate within the Town.

The Board received comments and complaints from town residents about cable service. These complaints included general concerns about cable providers operating in the town, cable content, and pricing/rate increases. It should also be noted that the Town does not set the rates charged by the cable operators.

The Cable Advisory Board welcomes and listens to comments from the residents and cable subscribers of Natick. People can contact the Board via e-mail: cable@natickma.org. The mailing address is in care of Natick Town Hall, 13 East Central St.

Respectfully submitted,

Hank Szretter, Chair

Martha Jones

Arnold Pinsley

Michael Avitzur

Cochituate Rail Trail Advisory Committee

The year 2014 saw continued progress for the Cochituate Rail Trail project. The CRT is a proposed multi-use recreational corridor linking Natick Center with Framingham, and connecting the MBTA station, Natick Soldier Systems Center, the Natick Mall, Cochituate State Park, and many businesses and residential neighborhoods.

The 2.5-mile Natick section of the 4-mile CRT will connect to the Framingham section, which terminates in Saxonville. The Framingham section is nearing completion and will open in 2015.

The Cochituate Rail Trail Advisory Committee is appointed by the Board of Selectmen, and advises the Town on issues related to the proposed trail project.

The Board of Selectmen appointed two new members in 2014, Dick Cugini of the Recreation and Parks Commission to replace John Griffith, and Martha White to serve as the staff member of the committee, replacing Patrick Reffett. The Board reappointed Jan Henderson, who was also elected Chair of the committee.

The committee members at the conclusion of 2014 were:

Member	Affiliation	Term expires
Joel Barrera	Member At Large	June 30, 2016
David Camacho	Member At Large (Vice Chair)	June 30, 2015
Dick Cugini	Recreation and Parks Commission	June 30, 2017
Jan Henderson	Member At Large (Chair)	June 30, 2017
Peter Henry	Member At Large	June 30, 2016
John Magee	Bicycle/Pedestrian Advisory Comm.	June 30, 2015
Joshua Ostroff	Board of Selectmen	June 30, 2016
William Schoenig	Member At Large (Clerk)	June 30, 2016
Martha White	Town Administrator	June 30, 2016

Progress in 2014 included:

- Approval in April of the CRT project by the MassDOT Project Review Committee. This is a necessary early step towards eventual design approval and construction funding. MassDOT has assigned the CRT a project number (#607732).
- Passage in July of a Transportation Bond Bill by the State Legislature, which includes an authorization for partial state funding to help acquire the CSX right-of-way. This legislative authorization allows for, but does not guarantee, state assistance with land acquisition.
- Publication in September of the annual CRT update newsletter, distributed at Natick Days.
- Formal submission in September of the 25% design to MassDOT by BETA Group, the Town's engineering firm. The 25% design is the foundation for the project and includes cross sections, layouts, a land survey, grade crossings and an inventory of the trail's cultural and historic features. MassDOT will review and propose revisions to the 25% design leading up to a public hearing in 2015.
- Development by BETA of two bridge concepts as part of the 25% submission: spanning route 30

at the Framingham town line, and across Route 9 to replace the existing railroad bridge near the Springvale Water Treatment Plant. The existing bridge clearance does not meet MassDOT standards.

- A tour of the right-of-way with MassDOT representatives in October to identify issues related to the use of the corridor for the CRT.
- Initial discussions with BETA on the cost of 75% and final design, for consideration by the Town.
- Fall Town Meeting approval of a \$300,000 appropriation towards final design, funded by \$100,000 from General Growth as part of an early Planning Board decision related to the Natick Mall expansion, and \$200,000 provided to the Town from the Commonwealth associated with the Chapter 40R residential development at the former Natick Paperboard site.
- Continuing discussions with CSX, the owner of the land that must be purchased for the CRT to be constructed. A final agreement with CSX may be concluded once the design is at a 75% level.
- Acceptance by the town of a conceptual design for a new Natick Center MBTA station, which will include provisions for a convenient connection to the future CRT.
- Substantial progress on the Kansas Street/North Main Street intersection as part of a roadway improvement project primarily funded by a state MassWorks grant. This project, to be completed in 2015, will anticipate the CRT and provide a safe crossing across the future General Greene Avenue for trail users.
- Approval in early January 2015 by the Town of Framingham of the proposed Route 30 bridge, which will partly be built on Framingham land.

The CRT Committee looks forward to continued progress in 2015, including a 25% design hearing and input from abutters and the community; progress towards final design; changes to the Town's zoning bylaws to clarify that Conservation Funds may be used towards the acquisition of the CSX right-of-way; discussions with CSX Transportation to facilitate the Town's acquisition of the corridor; and working with a new Town transportation planner.

Reports and studies related to the project may be found on the Town of Natick website at <http://natickma.gov/crt>.

Respectfully submitted,
Janice Henderson, Chair

Commission on Disability

This year has been a productive year with the commission.

The commission this year voted to donate \$6,200.00 for new automatic doors for the front doors of the Police Station. The commission also voted to donate \$5,000.00 to the Natick Needy Veterans Fund. There was also a donation of \$4,500.00 to Camp Arrowhead for scholarships for campers. This donation will be used to assist either veterans or their dependents with disability-related issues. The board membership has

changed over the last year as you will see by the new membership list. There are more openings and the Town Administrator is trying to fill these openings.

We are losing long-time member and chair of the commission, Joan Sherizen, who is moving out of state. Joan has over 20 years as a member. Thank you Joan.

Members:

Joan Sherizen — Chair

Ann Breda — Clerk

Paul Carew — Town ADA Compliance Officer

Lori Zalt

Nancy Mulcahy

Susan Peters

Barbara Irvine

Community Development Advisory Committee

The Community Development Advisory Committee (CDAC) is charged with serving as the Town's Fair Housing Committee and acting as an advisory board and resource in carrying out the major goals identified in the Town's Housing Plan and the Consolidated Plan, participating in the development of housing and community programs, and providing input and guidance for any plans under consideration for the future.

The CDAC spent 2014 working with Natick's Housing Planner Joe Merkel and the board of the Natick Affordable Housing Trust (NAHT) to advance affordable housing in our town. The two committees continue to meet jointly and to work together in our considerations of future projects. The need for various types of affordable housing continues.

During 2014 the CDAC, in conjunction with the NAHT, continued work with the Natick Housing Authority (NHA). Eileen Merritt, Executive Director of the NHA, attended many of our joint meetings to update us on the progress of that organization and make us aware of potential opportunities. As described in the NAHT annual report, the two committees have participated in many projects throughout the year to advance affordable housing availability in the town of Natick.

In 2015, the CDAC will continue to work with Mr. Merkel to ensure that the Fair Housing requirements are being met in Natick. We will also continue to work with the NAHT to explore various affordable housing opportunities in Natick.

Respectfully submitted,

Laura L. Duncan, Chair

Community Development Advisory Committee

Members: Nicholas Mabardy (Board of Selectmen representative), Glen Glater (Planning Board representative), Marjorie Gove (at-large member), and Laura Duncan (representing the banking industry)

Members (ex officio): Joseph Merkel (Natick Community Development Department), Eileen Merritt (Executive Director, Natick Housing Authority)

Council on Aging Board

The major responsibilities of the Council on Aging Board are to identify the needs of Natick's older adults, to advocate and to educate in their behalf.

The COA Board is pleased to report that 2014 has been a year of progress working on goals and objectives. During 2014, substantive progress was made in **the development of a working relationship with the Non-Profit Friends of Natick's Senior Center, Inc.** Serving her 4th year as liaison, Sue Salamoff attends the regular monthly Friends meetings. In 2014, there were two joint board meetings on August 4 and October 6. As a result, each board seems to have a better understanding of each board's role and responsibilities. We encourage residents and non-residents to join the Friends. Their financial support does make a difference; more members mean more funding for older adult programs and activities. The Friends pay for mailing of the *Sentinel*, the bulletin with information about activities, programs and services. It is mailed to more than 3000 households with one or more persons who are 60 years of age or older. Also, the Friends help fund the Holiday Dinner, the Volunteers Breakfast, the Senior Man and Senior Woman of the Year Dinner, and the Alzheimer's Walk.

In March of 2014, the COA Board had a **joint meeting with the Recreation Commission.** The future plan is that we will find ways to collaborate that will be beneficial to the people we serve.

The COA Board had been short the 11-member membership for several years. **As of the November 3, 2014, meeting, the COA has an 11-member board and a new associate member, Rachel Stewart.** Voting members are appointed by the Board of Selectmen. Associate members are appointed by the COA Board. They participate in discussions, serve on committees but do not have the right to vote.

The Outreach Committee continued its efforts to inform the community about Council on Aging activities, programs, and services, the role of the Council on Aging Board, Friends of Natick's Senior Center and how these organizations support older adults. Sue Watjen, Outreach Chair, coordinated program participation to educate and hand out information at community activities and events such as the Lincoln Café, Natick Days and the Farmers Market. Expanded public relations are planned in 2015.

COA Board members are participating in a collaborative effort with Community-Senior Center staff to develop a cultural welcoming statement that addresses diversity. Understanding cultural differences creates an environment for individuals to feel welcome to participate in activities and programs and to ask about and/or seek social service resources. Cultural competency encompasses Cultural differences, language barriers and equal access issues. Progress was delayed during the last 4 months of 2014 until the new Council on Aging Director was appointed and started work. Don Greenstein, Chair of the Cultural Diversity sub-committee, reports that the welcoming statement is in the final stages and needs approval. It is anticipated that in 2015 the movie *Gen Silent* would be shown for the general community in Natick.

The COA Board, concerned about the current and future housing needs of the older adult in Natick, has scheduled a series of meetings to educate the board members about existing housing for the older adult in Natick. Meetings are scheduled with Eileen Merritt, Director of the Natick Housing Authority, in January, and in February with Joe Merkel, Natick Housing and General Planner. Future Meetings with the Housing Coordinator at Sherwood Village and the Affordable Housing Trust Chair are anticipated in 2015.

COA Board members volunteered at a variety of community events, such as Senior Man and Senior Woman of the Year, Natick Days, the Alzheimer's Walk, the Slice of Pie Social, the Holiday Bazaar, the Holiday Dinner.

The COA Board voted **Mary Ida Murphy Senior Woman of the Year and Pat Conaway Senior Man of the Year 2014** for Older Americans Month in May.

Judy D'Antonio received the BayPath Elder Services, Inc. Community Service Award in October 2014 at its Annual Meeting and Breakfast. She was nominated by the COA Board.

Moira Munns Director of the COA, took early retirement in mid-July and Mignonne Murray, Assistant Director, accepted the COA Director position with the Town of Auburn. Board members recognized the need to be supportive in the short staffing situation.

Susan Ramsey, new Director of the Council on Aging, was welcomed by the board members at its December 1, 2014, meeting.

During 2014, the COA Board Column in the *Sentinel* targeted issues of concern:

December	Age in Place, Natick needs to plan for a larger population of older adults with increasing needs.
November	Participation at the Community-Senior Center. The value of socialization. Beware of a call from an IRS agent stating that you owe back taxes. Review and/or seek assistance for your 2015 Medicare-healthcare & Medicare Part D-prescriptions.
October	Learn about the candidates, your vote counts. Older voters can be a powerful voice.
September	Join the Friends of Natick's Senior Center. Dues help fund special programs and equipment.
August	Check which spouse is considered the primary for credit cards and utility companies. Cancellation of credit card or service may occur if the designated primary spouse dies.
June & July	Come to a COA Board Meeting. Consider seeking appointment as a Member or an Associate Member on the Council on Aging Board.
May	Don't give out personal information, if you receive a call from a person you don't know. Review mail: bank statements, bills, and online financial statements.
April	Cultural Competency, Emergency Preparedness.
March	Identity Theft and Scams, www.fbi.gov/scams-safety/fraud/seniors
January & Feb.	Housing options for seniors, www.elderhomeowners.com ., HOME 978-970-0012.

The COA Board has liaison relationships with BayPath Elder Services, Inc., Steve Zafron, representative; the Commission on Disability, Nancy Mulcahy, representative; and Friends of Natick's Senior Center, Jerry Pierce, representative.

Respectfully submitted, Susan G. Salamoff, Chair

Harriet Merkwitz, Vice Chair	Richard Goldstein	Salvatore Pandolfo
Karen Oakley, Secretary	Don Greenstein	Susan Watjen
Helen Anzick	Joan Hill	
Roberta Ciarfella	Nancy Mulcahy	Associate Member Rachel Stewart

Design Review Board

The Design Review Board is an advisory board to the Planning Board, Zoning Board of Appeals, Building Department, and the Town as a whole in matters of design. There is no budget assigned to the Design Review Board and the members are unpaid.

The Natick Design Review Board was appointed to review projects in the Downtown Mixed Use District with the charge to prevent blight and enhance the natural and aesthetic qualities of the downtown as referenced in the Natick Zoning Bylaws Downtown Mixed Use Section III.E.4. Additionally, the Board performs reviews of projects located within the Housing Option Overlay Plan (HOOP) Districts.

The Board is charged to use the Natick Center Design Master Plan of June 1998 as the foundation of our review and consists of 5 members.

Board Position

Planning Board appointed Architect:

Planning Board appointed Landscape Architect:

Planning Board designee:

Natick Selectmen Historic Commission appointee:

Natick Selectmen Downtown Business appointee:

Member

Jonathan Traficonte, AIA

Saralyn Keller, RLA


Wayne Chouinard, PE

Anna Mancini, IIDA

Avigail Shimshoni, RA

The Design Review Board meets on a monthly basis and more frequently as required for specific projects. The Board meetings are advertised in compliance with the Open Meeting Law requirements of Massachusetts.

Respectfully Submitted,



Jonathan Traficonte AIA
Chairperson

Economic Development Committee

The Economic Development Committee (EDC) is an advisory board, created by the Natick Board of Selectmen. The charge of the EDC is to:

1. Attract business development to Natick that will maximize tax revenue and generate employment opportunities.
2. Promote utilization of existing infrastructure and facilities to the fullest extent possible.
3. Recognize neighborhood and community issues, concerns, and character.
4. Identify and plan for changing trends and opportunities.
5. Market Natick for economic development and strategic partnerships.
- 6.

As an advisory body, the EDC may not supersede or bypass any established authority or public review process. When working on issues pertaining to growth and development in the town, each relevant permitting authority has its established role (e.g., Planning Board, Zoning Board, Board of Selectmen, Conservation Commission, etc) and the EDC may bring forward proposals or recommendations for consideration by these respective boards, including channeling any inquiries and leads to Community Development.

As of December 31, 2014, members of the EDC included:

- Rick Jennett, Board of Selectmen representative
- Martha White, Interim Community Development Director
- At-Large Members:
 - o Joe Attia
 - o Paul Joseph, Chair (Board of Selectmen rep until April 9th, then at-large)
 - o Doug Landry
 - o Scott Laughlin, Vice Chair
 - o David Shamoian
 - o Chris Supple

2014 Summary: The EDC met a total of 15 times in 2014; several meetings focused heavily on the committee's sponsored article at 2014 Fall Annual Town Meeting.

The committee was excited to enter the year with a (then) newly hired Economic Development Planner, a position approved of, and funded by Spring 2013 Town Meeting. The role of the Economic Development Planner was to provide tactical support within the Community Development department, heavily focused on creating an inventory of commercial vacancies and development opportunities in Town, developing resources for businesses in the community, marketing of Natick as a great place to locate and/or grow a business, implementing the Economic Development website, and meeting and working with members of the community, administration, and the EDC developing and executing a longer-term Economic Development plan for the Town.

The Economic Development Planner position became vacant in late June 2014 and the position had not been filled as of December 31, 2014. In fact, the Town has explored changing (elevating) the function

of economic development to the (proposed, 2015) role of “Director of Community and Economic Development.” It’s also important to note that the Town’s long-time Director of Community Development left Natick in the fall of 2014 to take a job closer to his town of residence. These staffing changes created significant challenges for the EDC to effectively serve in its advisory capacity and make progress on its goals during the year. However, there several activities and accomplishments worth highlighting, including:

- Presented Article 17 (Committee Report) to Spring Annual Town Meeting. Promoted awareness and educated Town Meeting and community members about the importance of pro-active economic development to the generation of non-residential tax income. Stressed the fact that underutilized and vacant properties posed great risk to future revenue streams and property values in Natick. Highlighted the EDC’s FY15 priorities:
 - Funding and delivering an economic development strategic plan
 - Recommending priorities and incentives plan for Economic Opportunity Areas
 - Exploring committee structure, privatization (of the EDC)
 - Working with BOS and ED Planner to refine and deliver on EDC’s charge
 - Identifying and prioritizing marketing strategies
- Members participated on several economic development-related committees in 2014, including: Parking Advisory Committee, Natick Center Cultural District Committee, and Zoning Bylaw review committee.
- Chair met with more than 15 current and prospective commercial tenants and landlords to discuss options and opportunities for location, expansion, and/or relocation within the town of Natick. Worked collaboratively with leadership from Metrowest Chamber of Commerce and regional office of Massachusetts Office of Business Development (MOBD) to explore local- and state-level options for business incentives and tax credit programs.
- Sponsored Article 34 at Fall Annual Town meeting in support of allowing accessory use (retail and restaurant) within Ind-I and Ind-II zones in Town. Town Meeting members voted 60 to 44 to approve the proposal, but the article failed to achieve the required two-thirds vote to approve a zoning bylaw change.
- Endorsed, by unanimous votes, three citizens petitions at Fall Annual Town Meeting filed by EDC Chair :
 - Article 38: For Selectmen to enter into TIF agreement with local employer, Infinium (Town Meeting moved No Action), and
 - Articles 39-40 which created a TIF Standard for Natick Center DMU and Ind-I zones (both articles approved by Town Meeting).

Provided feedback to the Personnel Board and the Town Administrator as they worked to create the job description for the proposed Director of Community and Economic Development Director.

As always, the Economic Development Committee encourages business owners, entrepreneurs, local employees and citizens to engage in the discussion about how best to develop and grow the commercial base in Natick. We welcome feedback and citizen engagement at our monthly meetings.

Respectfully Submitted,
Paul Joseph, Chair

Finance Committee

The Natick Finance Committee is a fifteen-member all-volunteer committee appointed by the Town Moderator for three-year terms. The Committee acts as an advisory committee to Town Meeting, and *is charged by the Town's Charter and By-Laws to consider, in open session, proposed town budgets*, capital expenditures, and all Town Meeting warrant articles, and to provide a written report to Town Meeting members containing recommendations on each item of business.

Committee Updates

In June of 2014, Jimmy Brown, Cathy Coughlin, James Everett, Chris Resmini and Ed Shooshanian were reappointed to new three-year terms beginning July 1, 2014.

At its reorganization meeting on July 10, 2014, the Committee voted the following officers for FY 2015: James Everett (Chair), Jimmy Brown (Vice Chair), and Bruce Evans (Secretary).

On September 26, 2014, John Ciccariello and on September 30, 2014, Karen Adelman Foster resigned from the Finance Committee for personal reasons. On December 1, 2014, David Gallo and Tony Lista were appointed by the Town Moderator to fill the remainder of their terms, both expiring in 2016.

2014 Spring Annual Town Meeting

In addition to the proposed operating budget for Fiscal Year 2015 (Article 23), the warrant for the 2014 Spring Annual Town Meeting contained a number of noteworthy and complex articles, including, but not limited to, a proposal to appropriate funds for the family of a Town worker who recently died in a tragic accident while working for the Town; ten proposed amendments to the Town's General and Zoning By-Laws, including three related to medical marijuana and two others which affected the same parcel; thirty-eight capital equipment and improvement items; two requests to appropriate mitigation funds; and the establishment of several new Stabilization and revolving funds.

The warrant for the Spring Annual Town Meeting also contained a number of recurring articles, some of which carried their own unique complexities. These included such items as street acceptances, adjustments to the FY 2014 omnibus budget, setting the annual salary for the Town Clerk, the Personnel Board Classification and Pay Plan, collective bargaining agreements, appropriations to the Town's Stabilization Funds, the reauthorization of various revolving funds, a proposal to rescind authorized unissued debt, and an article to hear committee reports.

As in previous years, the Finance Committee's public hearing process served to underscore an important fact: namely, that the Town is in strong financial condition, a point underscored by Standard & Poor's when they reaffirmed the AAA/Stable bond rating that Natick has had since 2008. In its report, Standard & Poor's noted several relevant points:

- A stable local economy with a sound commercial, industrial, and retail base coupled with access to the broader employment bases in the Boston area
- A low unemployment rate compared to the state and national rates
- A large property tax base
- Good financial management policies and continued strong reserves
- Low debt burden
- Strong market value per capita, above the national level

During the Finance Committee's public hearings on the proposed FY 2015 budget, Finance Committee members also noted that the Town continues to face challenges related to the growing cost of funding the services that it provides to its residents. Further, it was observed that these challenges are certainly not unique to Natick, and the conservative approach of the Town's Municipal and Public Schools Administrations with respect to financial management has been instrumental in enabling the Town to provide high-quality and cost-effective services to residents. Yet members of the Administration and the Finance Committee also noted that these challenges are not diminishing – on the contrary, there is evidence that they are increasing -- and the adage that “budgets are about priorities” will remain accurate. Consequently, there was broad agreement that the Town must continue to carefully evaluate and balance its finite resources against the many equally-important needs and priorities that residents have come to appreciate, while also being vigilant to understand and mitigate, if possible, the financial impact of providing those services.

2014 Fall Annual Town Meeting

The Warrant for the 2014 Fall Annual Town Meeting proved to be one of the larger ones in recent memory with forty warrant articles and it was significantly complex as well.

On the financial side, there were a number of recurring matters, including adjustments to the Fiscal Year 2015 operating budget, appropriation to the Town's stabilization funds, twenty-nine capital equipment and improvement items, unpaid bills, Other Post Employment Benefits (OPEB) Fund and rescinding unused debt. In addition, there were four requests for transfer of mitigation funds (the design of Route 30/Speen Street intersection, the Travis Road sewer pumping station, the Cochituate Rail Trail design and MathWorks Lakeside Campus project).

Non-financial articles included recurring matters such as the Personnel Board Pay Plan and hearing committee reports and new matters including adjusting two by-laws for civil fingerprinting law changes, adjustment to the RFP requirements for disposition of the East School, and codification of the Town Charter.

Citizen submitted Warrant Articles that generated significant discussion included a ban on plastic bags, on polystyrene, and the use of pesticides on lawns and fields; a home rule petition for changing the use of Shaw Park along with a study committee for the Sawin House; amending the zoning by-law to facilitate historic building preservation; adding two HOOP areas; and providing guidelines on Tax Increment Financing plans.

Other Matters

In June, the Finance Committee heard requests for and approved end of year transfers under the statutory requirements and guidelines relating to maintenance of balanced municipal budgets. An amount of \$60,000 was transferred for Fire Department Salaries and \$6,000 for Veterans' services, all coming from excess funds in the Employee Fringe Benefits budget. In July, an additional transfer of \$55,000 from the Employee Fringe Benefits budget to the Fire Department for education reimbursement requests was approved.

Also in July, the committee voted to transfer \$258,000.00 from the Reserve Fund to the Pond Street Retaining Wall capital budget for the DPW Pond Street Retaining Wall Project as all the bids had come in higher than originally planned and fixing the wall was deemed to be a critical safety item by the Town Administration.

As always, the Finance Committee will continue to strive to facilitate open dialogue and transparency with

all Town departments, committees and commissions, and we appreciate the support and cooperation of the Town's residents and employees.

Information relating to the Finance Committee may be found on the Town's public website, at <http://www.natickma.gov/finance-committee>. Any questions or comments about the Finance Committee may also be submitted to us via a link on that web page.

Respectfully Submitted,

James L. Everett
Chairman

Mari Barrera
James Brown, Vice Chair
Cathleen Collins
Catherine Coughlin

Bruce Evans, Secretary
Michael Ferrari
Jonathan H. Freedman
David Gallo
Patrick Hayes

Mark Kelleher
Tony Lista
Jerry Pierce
Chris Resmini
Ed Shooshanian

Historical Commission

The Natick Historical Commission had a challenging year, with two of our oldest homes threatened by demolition. The ongoing proposal to preserve by relocation The Sawin House has reached a stalemate at Town Meeting and now awaits a Study Committee recommendation. The Captain William Farris House on Walnut Street survived a 6 month demolition delay but its future remains unresolved.

The town has continued to improve and repair our monuments, including the Spanish War Memorial on the Town Common and the gates to the Boden Lane Cemetery. It has been noted that the Henry Wilson Shoe Shop on West Central Street needs routine carpentry repairs and should be included in next year's program.

A preservation restriction agreement has been drafted for the Isaac Felch House on the corner of North Main and Bacon Streets to enable its relocation and restoration due to intersection traffic improvements. An Architect/Engineer will be retained to prepare design documents by Spring, 2015.

Respectfully submitted,

Stephen N. Evers AIA, Chairman

cc: Elliot Goodman
Maureen Sullivan
Marg Balcom
Virginia Lyster
Anna Mancini
Patti Sheiman
Michael Rybacki

Historic District Commission

History:

The Historic District Act, Chapter 40C, of the Massachusetts General Laws was established in 1960 and was amended in 1975. Under the authority of this statute, Natick established its own Historic District Commission in 1974 with the concurrent establishment of the original John Eliot Historic District (plan dated 8/22/73) in South Natick. By 1979, Article 26 was passed expanding the John Eliot Historic District to its current plan (dated 8/28/75 and revised 3/1/76) and adding the Henry Wilson Historic District (plan dated 8/10/77 and revised 11/8/77) in Natick Center.

Purpose:

The Historic District Commission serves as a regulatory commission providing review and certification for all construction and or remodeling projects involving properties within the Eliot and Wilson historic districts for which the changes are visible from any public way. The purpose of this oversight is to protect the overall historic appearance and nature of the historic districts and to preserve the historic features, scale, materials and settings of buildings of historic significance.

Budget:

The Commission has operated on a small budget for many years. The currently approved annual budget is \$574.48. In 2014, expenses included charges for legal notices in the *MetrolWest Daily News*, copies, postage and office supplies. The Commission is authorized to accept gifts for additional expenses, such as technical assistance, consultants and clerical assistance, but it has not done so to date.

Current Year Information:

In 2014, eight Applications for Certification were received and seven new Certificates of Appropriateness were awarded for projects judged to be appropriate to the district in question. One Application was withdrawn following the initial hearing.

The Commission has two open positions for Alternate Members at this time.

2015 Board Members and Officers:

D. Michael Collins, Chairman

Jeannine Keith Furrer, Vice Chairman

Patricia A. Marr, Secretary

Christopher Milford

Jean-Pierre Parnas

Matthew Labrie

Duane Houghton

Alternate Member:

Adam Subber

Natick Housing Authority

The composition of the Natick Housing Authority (NHA) Board changed with Anne Vinick replacing Charlene Foss and William Grogan replacing Jeanne Ostroff. The following officers are currently the commissioners of the Natick Housing Authority:

David P. Parish, Chairman
Margaret (Meg) E. Kiely, Vice-Chair
Anne R. Vinick, Treasurer
Erica E. Ball, Assistant Treasurer
William H. Grogan, Commissioner

The NHA continued to renovate and reoccupy vacant units during FY2014 with funding appropriated thru DHCD's Vacant Unit Turnover Initiative. The estimated cost of \$189,000.00 to renovate 22 elderly and 7 family units was completed July 2014. The remaining vacant units, agency-wide was reduced to 10 units.

The NHA received a DHCD Special Re-Occupancy Initiative for congregate buildings in the amount of \$500,000.00 and \$166,350.00 in HOME funds from the Natick Affordable Housing Trust (AHTF). The schematic design is currently being finalized and the NHA intends to have the project completed in early 2016. The Department of Mental Health will be housing 10 clients once the rehab is completed.

The NHA also received an award of \$330,000.00 in High Leverage Asset Funds (HILAPP) and \$125,000.00 in HOME funds from the AHTF to renovate 6 Plain Street; a 2 family house that has been vacant for several years. We anticipate completion of this project in mid-2016 and will provide housing for a 2 bedroom family and a 3 bedroom family.

The NHA received a DHCD Health and Safety award in the amount of \$42,000.00 to replace decking and stairs at 4 of our family units. The project will be completed July 1, 2015.

The Town of Natick initiated its recycling program in the fall of 2013, allowing NHA residents to decrease costs associated with collecting and disposing of household trash. The NHA saw a reduction in trash/recycling fees of \$4,000.00.

Capital improvements for FY2014 included roof replacement at the Forest Green development and at several scattered-site family residences and replacement of 2 kitchens at our (689) Group Homes.

In October of 2014 the NHA Board unanimously appointed Eileen Manning-Merritt the Executive Director of the Natick Housing Authority.

The NHA continues its initiative to promote effective management and wise stewardship of public funds and to deepen its partnerships with residents, and the larger Natick community in order to enhance the quality of life for all families residing at the Natick Housing Authority.

The NHA Board and Staff continue their focus upon effective communication with the Cedar Gardens Tenant Organization (CGTO) in order to foster a positive partnership between residents and NHA management.

Respectfully submitted,

Eileen Merritt

Information System Advisory Board

The Natick Information Systems Advisory Board (NISAB) met monthly during most of 2014. This board, created by Town Meeting appointed by the Selectmen, serves in an advisory capacity to the selectmen and the finance committee on Information Systems related issues. At the end of the year, members are Hank Szretter (chairperson), Todd Gillenwater, John Holz, James Varnum, Aaron Pyman, and Lawrence Drolet.

During 2014 the Board continued to monitor the Town's website and made changes to assure that it is providing the best service to the community and the residents. This will be a continuing process into the future as technologies evolve. The Board welcomes public input to assure that the site continues to be a valuable tool for the community.

The NISAB has advised and consulted with the Town Administration, Municipal Information Systems, School Administration Information Systems, and the Morse Institute Library departments during the year. Topics discussed were INET, Natick Pegasus, school and town information systems, telephone system and service, website issues, long range planning, budgeting, cost reduction and cooperation, licensing and open source software, and wireless systems.

More specifically:

- * - Website being porting to new platform. Improved manageability, usability, and speed
- * - Town wide departmental meetings and surveys regarding IT needs and desires.
- * - INet upgrades/bandwidth
- * - Continued review of network integration
- * - Help Desk software discussions
- * - Network Assessment discussion and planning
- * - Natick Pegasus upgrades and connectivity. Media servers & digital upgrades
- * - Library IT continues to be discussed
- * - Working with consultants the Town hired to evaluate the needs to upgrade and integrate the Town and School Data Network Systems

The Board again expressed the need to be more closely involved with new and upgrade projects at an early stage. This involvement will help avoid the issues that arose during prior projects. The Board also went to monthly meetings to allow more time to address these issues and develop appropriate strategies. The meetings were attended by Deputy Town Administrator William Chenard, the Town IS Director Bob LeFrancois, the School Department IS Director Dennis Roche, Pam Lathwood for the Morse Institute Library, and the Station Manager of Natick Pegasus, Randy Brewer.

Respectfully submitted,

Hank Szretter (Chair)

MBTA Station Advisory Committee

Background and purpose

An accessible MBTA station in Natick Center has been a long-term goal of the town and was identified in the 2008 Natick 360 Strategic Plan. The Commonwealth’s acquisition of the CSX Main Branch in 2011 was a milestone in making improvements to the Framingham-Worcester Line, which includes the Natick stations.

The MBTA Station Advisory Committee was established by the Board of Selectmen in January 2013 to advise the town on a feasibility study process and conceptual design development for a new station. 2012 Fall Annual Town Meeting voted an appropriation of \$80,000 for this purpose.

Through the Town’s efforts and with the participation of the MBTA, the Central Transportation Planning Staff of the Boston Metropolitan Planning Organization, and the support of our federal and state legislative delegation, a future downtown Natick rail station would be fully accessible to riders with a disability or limited mobility; provide safe and convenient connections to passengers of the MetroWest Regional Transit Authority, taxis and private vehicles; offer adequate bicycle parking, safe pedestrian connections, and access to the planned Cochituate Rail Trail. The station would better support commuters and reverse commuters, and encourage transit-oriented development in Natick Center.

Funding for the design and construction of the station would be provided through future federal and state transportation funds.

Committee Members

The members of the committee, appointed by the Board of Selectmen include:

Seth Asante	Central Transportation Planning Staff
Michael Avitzur (Clerk)	Member
Dan Brainerd	Member
Greg Dysart	Member
Charles M. Hughes	MetroWest Regional Transit Authority
Ron Morgan	MBTA Capital Planning
Joshua Ostroff (Chair)	Board of Selectmen Rep
Betty Scott	Member
Chris Supple	Member at large
(vacant)	Staff *

* Note: the former Community Development Director was a member of the committee. Staff representation will be determined in 2015 with the hiring of a town Transportation Planner.

Activities

The committee worked with McMahon Associates (and URS), the engineering firm (and its subcontractor) that was hired by the Town in 2013 after an RFP process. MacMahon/URS developed a feasibility study and conceptual design, which the Committee approved following community meetings and outreach in 2013. The MetroWest RTA, the MBTA and the public provided valuable input throughout this process.

The recommended station concept includes a high center platform configuration with access at Washington Street and Spring Street, and from a street-level “air rights” platform to be constructed over the right-of-way immediately north of Moran Park. The station platform would be accessible through a combination of ramps, stairs and elevators. It would be a minimum of 800 feet in length, in line with MBTA requirements.

To accommodate future freight service, an offset “gauntlet track” would allow freight rail cars to bypass the high platform.

As part of the work product delivered by McMahon and URS, the Town received a Purpose and Needs Statement (a summary of the rationale for a new station) and a Draft Implementation Plan (which identifies the process and funding sources to build a new station). These documents are considered by state and federal agencies responsible for funding the design and construction of a new facility. The Advisory Committee approved the conceptual design and the supporting documents at a June 19, 2014, public meeting, following comments from approximately 20 members of the public and other town committees. The station concept and supporting documents were subsequently approved by the Board of Selectmen.

Natick’s state and federal legislators, along with the Natick Soldier Systems Center, General Growth Corporation and Cognex Corporation all submitted letters to the MBTA and to MassDOT to request that the station be advanced to the design stage.

Also in 2014, the Board of Selectmen requested that the MBTA change the name of the station from Natick to Natick Center. This change was approved, and new signage was installed in late December 2014.

The committee recommended and the Selectmen also approved a request to the MBTA to make various short-term safety improvements to the existing station. These improvements are under consideration by the MBTA. Improvements to public facilities where the dollar amount exceeds a certain portion of the facility’s assessed value may trigger full ADA compliance, which limits the repairs that the MBTA is willing to undertake.

In 2015, the committee will continue to advocate for design eligibility with the MBTA in order to advance the station project through the MBTA’s System Wide Accessibility department and its capital planning process (Program for Mass Transportation), as well as with other federal, state and regional agencies and grant opportunities that may provide assistance.

A committee report was provided to 2014 Fall Annual Town Meeting. Committee documents are available at <http://natickma.gov/mbta>.

The committee acknowledges the value of local support, including the 2012 Town Meeting appropriation and ongoing public input, to initiate and advance this long-term project.

Respectfully submitted,

Joshua Ostroff, Chair

MathWorks

The MathWorks Scholarship Committee is charged each year with administering two \$10,000 Scholarships offered by the MathWorks to two high school seniors who reside in Natick and who are committed to pursuing a career in mathematics or science. The members of the committee, Valerie Daniel, Eric Lightcap, Steve Rosenberg and Lenore Freitas, represent a variety of experience in both education and commercial careers.

The Committee met twice during April of 2014 to review the applications and interview qualified candidates. After review of eleven candidates, the Committee interviewed the top four candidates. Meeting the candidates was a pleasure, as these students were remarkable academically and socially. They will all represent the Town of Natick in a most positive manner.

The Committee identified two students that it felt were most deserving of the MathWorks awards. It recommended two nominees to the Board of Selectmen: Eliza Reilly and Ryan Ward from Natick High School. These students were awarded the scholarship in May, 2014.

The MathWorks scholarship award is paid out over four years of college, which means that the Committee must continually review previous winners to ensure 1.) their intentions to study science and/ or math remain true, and 2.) their academic performance remains strong. The Committee chair received letters and transcripts from the prior year recipients, determined that the requirements of the Scholarship were being satisfied, and authorized the issuance of disbursements to prior year winners.

Submitted by Lenore Freitas, Chair

Medical Reserve Corps

The Natick Medical Reserve Corps (MRC) was established in 2006 and operates under the direction of the Natick Board of Health (BOH). As of December, there were approximately 150 volunteers, including 10 high school students who comprise the Junior MRC. The Natick MRC Executive Committee (EC) consists of nine members who meet bimonthly at the Natick Police Station.

In August, Rebecca Fellin replaced Daniel Goldstein when Dan was relocated to Virginia.

MRC Highlights of 2014 included the following:

- General membership meeting was held in March at the Natick Community Senior Center. Guest speaker was our new Regional MRC Coordinator Cathy Corkery.
- Offered CPR-AED certification for members in April.
- Participated in the 2-day annual Antiterrorism Exercise at the US Army Natick Soldier Research, Development, and Engineering Center.
- Attended the conference on “Enhancing Community Resiliency through Partnership and Preparedness,” held at the Massachusetts Medical Society.
- Teamed with the Framingham MRC in May to provide a first aid tent at the annual American Cancer Society Relay for Life event held at Natick High School.
- Partnered with the Morse Institute Library to promote September as National Emergency Preparedness Month. Activities included an educational display at the Library, and sponsoring a presentation, “Preparedness at Home,” given by Natick Fire Captain Eugene Rothman. The partnership was featured on the National Association of City and County Health Officials (NACCHO) website feature, “Stories from the Field” (<http://www.nacchostories.org/partnering-with-the-local-library-for-preparedness-education>).
- Provided recruitment and general information at the MRC table at Natick Days in September.
- Participated in an Emergency Dispensing Site (EDS) exercise during the public Flu Clinic held in October at the Natick Community Senior Center.
- Our Junior MRC has been growing since its inception in 2010. Ten students meet regularly under the supervision of EC member Kathy Sasonoff. In 2014 the students toured the Massachusetts Emergency Management (MEMA) Bunker in Framingham and participated in the US Army Antiterrorism Exercise and at Natick Days. They have also formed a Snow Brigade, which will be ready to assist with snow removal for identified residents at Cedar Gardens.

Respectfully submitted,

Leila Mercer, Natick MRC Coordinator

Natick MRC Executive Committee:

Rebecca Fellin, Chair

James Fisher, Vice-Chair

Sue Salvi, Clerk

Mike Linehan

Kathleen Sasonoff

AnneMarie Kime

Tom Daly

Linda Dexter-Fraser

Sarah Bailey

Open Space Advisory Committee

The Open Space Advisory Committee was created under the Town Bylaws to be “an advisory body and a resource to the Board of Selectmen in carrying out the major goals outlined in the Natick Open Space and Recreation Plan and in revising the Natick Open Space and Recreation Plan as needed.”

The first such goal has always been the preservation of open space, and some promising opportunities arose in 2014. Several connected parcels became available near the top of Pegan Hill, the highest point in Natick. The land would provide a large open field for picnicking and informal play, with unexcelled views as far as Mount Monadnock in New Hampshire. Furthermore it would connect two separate forests, Pegan Hill (owned by The Trustees of Reservations) and Mumford Wildlife Forest (owned by the New England Forestry Foundation).

Most of this land is in Natick, but some lies in Dover, so Natick joined Dover groups in a coalition led by The Trustees of Reservations to raise funds for this purchase. The Natick Conservation Commission has agreed to spend up to \$1 million from the Conservation Fund to join with funds pledged by other donors, and negotiations are currently underway.

In a much smaller deal, the Natick Conservation Commission purchased a small strip of land that gives Natick residents the first clear access to Pine Hill, an 18-acre woods off Oak Street across from Pine Street.

Two major recreational spaces opened in Natick this year: The Sudbury Aqueduct, from Memorial School to Cottage Street, which has been used unofficially for years, was officially opened by state and town officials on April 24. The newly expanded J.J. Lane Park, on Speen Street, was opened to the public on Memorial Day (with an official opening still to come).

Spring and Fall Town Meetings had particularly large numbers of articles related in some way to open space. Spring Town Meeting approved two articles we supported. One conveyed Town-owned land near Pickerel Pond to the Conservation Commission. The second took by eminent domain Shaw Park in South Natick, land that had been donated to the Town but not properly recorded.

Fall Town Meeting approved the use of mitigation funds for the Cochituate Rail Trail, opened up the possibility of a dog park by creating an exception to the leash law, and authorized a study committee and audit to ensure proper use of the Conservation Fund – all of which our committee supported.

However, two other matters generated considerable controversy, and study committees were set up to resolve them. An Article at Spring Town Meeting would have rezoned industrial riverfront land at 22 Pleasant Street as residential, to be used as a possible assisted living facility. Our committee supported the initial article with hopes that this might be a way to provide public access to the river, and we continue to advocate for this access before the study committee.

A pair of articles at Fall Town Meeting would have allowed Natick Historical Society to build a 17th century reconstruction of the Sawin House at Shaw Park. A committed group of residents came to our meetings, and meetings of other boards, urging that Shaw Park be preserved as a park. Our committee took a controversial position favoring the proposal, saying that the historical value of the Sawin House would outweigh the small loss of open space at Shaw Park, and would help to create a revitalized park. Town Meeting included a representative of our committee on a study committee that will explore the issue.

In 2013, our committee brought together citizens interested in a Natick dog park, and that group, known as FIDO of Natick Inc., moved forward in 2014 with the long list of steps required to design a dog park, enlist support from various boards of town government, and apply for a grant. After researching multiple sites, they developed plans for a dog park at the end of Middlesex Path on Route 135. FIDO attracted a huge amount of interest at our Natick Days tables this year, gathering hundreds of potential members.

The Open Space Advisory Committee has begun a series of discussions with other committees about the possibility giving the Community Preservation Act, defeated by the voters in 2006, another chance in Natick.

Three committees involved with trails – the Open Space Advisory Committee, Trails Maintenance Committee, and Town Forest Committee – have initiated regular joint meetings to discuss common issues. These committees also shared information tables at Natick Earth Day (April 27) and Natick Days (September 13), and cooperated in the 5th Annual Natick Trails Day (October 18). The three committees have also been working with the Community Development Office to create a new series of detailed trail maps for about 10 different areas of town. The first such map, of Hunnewell Town Forest, was available at Natick Days and is also available on the Town Forest Committees new website, naticktownforest.org.

Respectfully submitted,
Martin Kessel, Chair
Michael Linehan, Vice-Chair
Terri Evans, Planning Board
David Ordway, Recreation and Parks Commission
Douglas Shepard, Conservation Commission
David Lodding
Bancroft Wheeler

Recycling Committee

The Recycling Committee continues to support the Department of Public Works in educating the public about the new curbside recycling program, which is now run by the Natick DPW. The misplacement of the curbside containers is still an issue, but the situation is improving.

On April 26, 2014, we held our sixth annual Clean Your Attic Day in the parking lot of Natick High School. Even in the rain, it was a successful event. Once again, we collected metals and electronics for recycling (including microwaves and air conditioners), bikes, books, household goods, eye glasses, and cell phones. In addition, boxes of food were collected for the Natick Food Pantry, and paper shredding was offered to residents. All the vendors who participated were very pleased with the turnout. Our next CYA day will be in the spring of 2015 at Natick High School.

Members of the Recycling Committee once again manned an information table at Natick Days, with emphasis on the town's curbside recycling program and the textile recycling at the schools. In addition, we participated in the Natick Earth Day festival on the Common. We also assisted the Natick High School computer club with another successful Computer and Electronics recycling event in October.

The committee conducted a survey at Natick Days and at the Spring Town Meeting to gather information on what is most helpful to residents and how well our current programs are known. There is some interest in composting of household waste which is being studied by the committee. We are also continuing with other efforts to assist more businesses in their recycling efforts.

Our website page has been updated and is now on the Town of Natick web page. It can be found at: <http://natickma.org>, click on Boards and Committees, click on Recycling Committee.

The Recycling Committee continues to assist the DPW in finding ways to improve and better utilize the Recycling Center, which is a major resource for the town. Residential usage at this facility is constant. The Recycling Center plays a major role in keeping recyclables out of the waste stream and thereby lowering our tonnage and tipping fees and is also a source of some revenue from the sale of certain recyclable materials, such as cardboard. Single stream recycling has been put in place at the Recycling Center for easier residential usage. In addition to the items recycled at curbside, the Recycling Center accepts rigid plastics, Styrofoam, waste oil, all batteries, and items containing mercury, including fluorescent bulbs, thermostats, thermometers, and any elementary mercury. We are pleased to note that this area is getting more use every year. The brush and yard waste areas also have mulch and compost available for residential use. The paint shed is getting more use and we would like to better publicize that it's a great resource for free paint.

Respectfully submitted,

Terry Miller, Recycling Committee Chairperson

Members: Ed Arthur, Jack Gaziano, Mike Linehan, Brinley Vickers and Scott Davis

Youth Advisory Board

The Mission of the Board is to provide coordination of youth issues in Natick and enable youth to participate as partners to improve the quality of life in our community. The Natick Youth Advisory Board serves in an advisory role to the Board of Selectmen.

In 2014, the Youth Advisory Board was able to accomplish its first major project, a 'Youth Needs Assessment' survey. The survey focused on finding the interests, gaps and resources needed by today's Teen Populations in Natick. The survey was sent to High School students and past recreation teen volunteers. The survey continues to be distributed to other youth in hopes to gain further responses. The Youth Advisory Board plans to use the data from the survey to run a series of Focus Groups in early 2015 to further explore areas of interest and ways the town can better serve its teens.

The Youth Advisory Board will additionally be focusing on recruitment of new voting members to help with future projects. Outreach has been made to several sources and continuing efforts to gain more momentum will be made through 2015.

For more information about the board please contact the board's advisor Aaron Friedman at afriedman@natickma.org or 508 647-6530.

Submitted By: Aaron Friedman, Recreation & Parks Department, Board Advisor

Section II

Elections

**WARRANT FOR
TOWN OF NATICK
ANNUAL TOWN ELECTION
MARCH 25, 2014**

THE COMMONWEALTH OF MASSACHUSETTS

Middlesex, ss

To any Constable of the Town of Natick in said County:

GREETING:

In the name of the Commonwealth of Massachusetts you are hereby required to notify the qualified voters of the said Town of Natick to meet:

The voters of Precinct 1	in Brown School
The voters of Precinct 2	in Cole Recreational Building
The voters of Precinct 3	in Brown School
The voters of Precinct 4	in Wilson Middle School
The voters of Precinct 5	in Wilson Middle School
The voters of Precinct 6	in Lilja School
The voters of Precinct 7	in Community Senior Center
The voters of Precinct 8	in Morse Institute Library
The voters of Precinct 9	in Community Senior Center
The voters of Precinct 10	in Memorial School

on **TUESDAY, THE TWENTY FIFTH DAY OF MARCH 2014** from 7:00 A.M. to 8:00 P.M. for the following purpose:

To cast their votes in the Annual Town Election for the candidates for the following offices:

Board of Selectmen for Three Years - Vote for not more than two
School Committee for Three Years - Vote for not more than two
Planning Board for Five Years - Vote for not more than one
Associate Member of the Planning Board for Five Years – Vote for not more than one
Board of Assessors for Three Years - Vote for not more than one
Board of Health for Three Years - Vote for not more than one
Recreation & Parks Commissioner for Three Years - Vote for not more than two
Natick Housing Authority for Five Years - Vote for not more than one
Natick Housing Authority for Two Years – Vote for not more than one

In addition – SIXTY-EIGHT TOWN MEETING MEMBERS

Precinct 1 Six for 3 years, three for 2 years, one for 1 year
Precinct 2 Six for 3 years, one for 1 year
Precinct 3 Six for 3 years
Precinct 4 Six for 3 years, one for 1 year
Precinct 5 Six for 3 years
Precinct 6 Six for 3 years, one for 1 year
Precinct 7 Six for 3 years
Precinct 8 Six for 3 years, one for 2 years
Precinct 9 Six for 3 years
Precinct 10 Six for 3 years

Hereof fail not and make return of this warrant with your doings thereon at the time and place of said voting.

Given under our hands this 10th day of February 2014.

ss/Carol A. Gloff
CAROL A. GLOFF
Chairman

ss/Joshua Ostroff
JOSHUA OSTROFF
Vice Chair

ss/Nicholas S. Mabardy
NICHOLAS S. MABARDY
Clerk

ss/Charles M. Hughes
CHARLES M. HUGHES
Member

ss/Richard Jennett Jr.
RICHARD JENNETT JR.
Member

Board of Selectmen for the Town of Natick

You are directed to serve this Warrant by causing an attested copy of said Warrant to be posted in Post Office in said Natick, to wit: Precinct 1: Reliable Cleaners, 214 West Central Street; Precinct 2: Cole Recreation Center, 179 Boden Lane; Precinct 3: Kennedy Middle School, Mill Street; Precinct 4: TCAN, Summer Street; Precinct 5: Wilson Middle School, Rutledge Road; Precinct 6: East Natick Fire Station, Rhode Island Avenue; Precinct 7: Lilja Elementary School, Bacon Street; Precinct 8: Natick High School, 15 West Street; Precinct 9: Community Senior Center, 117 East Central Street; and Precinct 10: Memorial Elementary School, 107 Eliot Street. Above locations being at least one public place in each Precinct in the Town of Natick, and also posted in the Bacon Free Library; Morse Institute Library and Natick Town Hall seven days at least before March 25, 2014.

Certified copies of the Warrant are available at the Office of the Town Clerk, Natick Town Hall, 13 East Central St., Natick, MA between the hours of 8 AM – 5 PM, Monday through Wednesday; 8 AM – 8 PM on Thursday and 8 AM – 12:30 PM on Friday and at the Town website www.natickma.gov.

Natick Annual Town Election Results
March 25, 2014
Total Ballots Cast: 1,626
Turnout: 7.2%

Votes by Precinct										
1	2	3	4	5	6	7	8	9	10	Total
Registered voters	1,691	2,317	2,337	2,107	2,238	2,294	2,315	2,337	2,631	22,568
Ballots Cast	44	134	200	156	210	139	184	185	226	1,626
% Turnout	2.6%	5.8%	8.6%	7.4%	9.1%	6.2%	8.0%	7.9%	8.6%	7.2%

Board of Selectmen (Three Years)										
Vote for not more than 2										
1	2	3	4	5	6	7	8	9	10	Total
Nicholas S. Mabardy	35	116	164	129	151	99	146	123	141	181
John J. Connolly	35	96	151	114	140	105	135	111	134	135
Write-ins	0	0	0	2	3	0	0	1	0	2
Blanks	18	56	85	67	126	74	87	61	95	134
Total	88	268	400	312	420	278	368	296	370	452
										1,285
										1,156
										8
										803
										3,252
										79.0%
										71.1%

School Committee (Three Years)										
Vote for not more than 2										
1	2	3	4	5	6	7	8	9	10	Total
Dirk Coburn Jr.	19	84	123	91	116	85	123	85	90	138
Amy K. Mistrot	35	100	139	108	140	96	142	97	113	152
Michael J. Dempsey	20	30	68	42	57	27	37	41	57	60
Write-ins	0	2	2	12	8	5	2	8	0	2
Blanks	14	52	68	59	99	65	64	65	110	100
Total	88	268	400	312	420	278	368	296	370	452
										954
										1,122
										439
										41
										696
										3,252
										58.7%
										69.0%
										27.0%

Total Ballots Cast: 1,626

Planning Board (Five Years)											Total	%
1	2	3	4	5	6	7	8	9	10			
Vote for not more than 1											150	70.4%
Peter A. Nottenson											122	2
Write-ins											0	3
Blanks											63	478
Total											185	1,626

[illegible][illegible]

	1	2	3	4	5	6	7	8	9	10	Total	%
Vote for not more than 1												
Ian L. Wong	25	98	147	99	118	93	126	92	114	146	1,058	65.1%
Robert Canning	14	24	35	28	53	25	32	34	33	36	314	19.3%
Write-ins	0	0	1	0	0	0	0	0	0	1	2	
Blanks	5	12	18	29	39	21	26	22	38	44	254	
Total	44	134	201	156	210	139	184	148	185	227	1,628	

Natick Annual Town Election Results

March 25, 2014

Total Ballots Cast: 1,626

Turnout: 7.2%

Natick Housing Authority (Five Years)

	1	2	3	4	5	6	7	8	9	10	Total	%
Vote for not more than 1												
Anne Rachel Vinick	33	92	148	101	129	100	137	100	113	142	1,095	67.3%
Write-ins	0	0	1	0	0	0	0	0	0	0	1	1
Blanks	11	42	51	55	81	39	47	48	72	84	530	
Total	44	134	200	156	210	139	184	148	185	226	1,626	

Natick Housing Authority (Two Years)

	1	2	3	4	5	6	7	8	9	10	Total	%
Vote for not more than 1												
David Parish	31	96	143	107	127	98	139	104	109	144	1,098	67.5%
Write-ins	0	0	0	0	0	0	0	1	0	0	1	1
Blanks	13	38	57	49	83	41	45	43	76	82	527	
Total	44	134	200	156	210	139	184	148	185	226	1,626	

Recreation and Parks (Three Years)

	1	2	3	4	5	6	7	8	9	10	Total	%
Vote for not more than 2												
Michael J. Fair	32	96	159	111	131	92	135	102	120	148	1,126	69.2%
Richard Cugini	30	96	154	111	138	89	128	107	131	142	1,126	69.2%
Write-ins	0	1	0	0	0	0	0	0	0	1	2	2
Blanks	26	75	87	90	151	97	105	87	119	161	998	
Total	88	268	400	312	420	278	368	296	370	452	3,252	

Annual Town Election Town Meeting Results											
Votes by Precinct											
1	2	3	4	5	6	7	8	9	10	Total	
Registered voters	1,691	2,317	2,337	2,107	2,301	2,238	2,294	2,315	2,337	2,631	22,568
Ballots Cast	44	134	200	156	210	139	184	148	185	226	1,626
% Turnout	2.6%	5.8%	8.6%	7.4%	9.1%	6.2%	8.0%	6.4%	7.9%	8.6%	7.2%

Town Meeting, Precinct 1		
Six for 3 years, three for 2 years, one for 1 year		
	Votes	%
Lori K. Gols	33	75.0%
Lois Oxman	1	2.3%
David Murphy	1	2.3%

Town Meeting, Precinct 3		
Six for three years		
	Votes	%
Julie M. McDonough	139	69.5%
Joan R. Mathews	137	68.5%
Victor P. D'Costa	136	68.0%
Robert M. Healey	132	66.0%
Leonard P. Kuhn	132	66.0%
Sandra J. Desveaux	128	64.0%

Town Meeting, Precinct 2		
Six for 3 years, one for 1 year		
	Votes	%
Stephen Edwin Robb	91	67.9%
Susan Mande Zucker	87	64.9%
Jennifer Davis Wirkala	86	64.2%
Richard A. Zucker	85	63.4%
Saul Berelowitz	84	62.7%
Glen Fitzpatrick	3	2.2%
Lynn Montross	2	1.5%

Town Meeting, Precinct 4		
Six for 3 years, one for 1 year		
	Votes	%
Barbara Fahey Sanchez	103	66.0%
John A. Donovan III	97	62.2%
Douglas L. Landry	96	61.5%
Michael J. Price	96	61.5%
Christina E. Kruczynski	95	60.9%
Salvatore A. Alessi	94	60.3%
Christopher A. Kruczynski	93	59.6%

Annual Town Election Town Meeting Results

Votes by Precinct										
1	2	3	4	5	6	7	8	9	10	Total
Registered voters	1,691	2,317	2,337	2,107	2,301	2,238	2,294	2,315	2,631	22,568
Ballots Cast	44	134	200	156	210	139	184	148	185	1,626
% Turnout	2.6%	5.8%	8.6%	7.4%	9.1%	6.2%	8.0%	6.4%	7.9%	7.2%

Town Meeting, Precinct 5		
Six for 3 years	Votes	%
Amy K. Flynn	139	66.2%
Andrew W. Luke	100	47.6%
Janet M. Nichols	87	41.4%
James L. Everett	86	41.0%
Bruce A. Snow	80	38.1%
Kenneth E. Yang	80	38.1%
Jennifer L. Young	76	36.2%
David F. Dorant	73	34.8%

Town Meeting, Precinct 6		
Six for 3 years, one for 1 year	Votes	%
Barbara A. Chinetti	87	62.6%
Charlene B. Foss	86	61.9%
Paul E. Connolly	83	59.7%
Petter S. Golden	82	59.0%
Nancy A. Northgraves	80	57.6%
Nicholas S. DiMasi	78	56.1%
Lawrence W. Forshner	78	56.1%

Town Meeting, Precinct 7		
Six for 3 years	Votes	%
Nancy E. Jennett	138	75.0%
Joseph B. Conway	133	72.3%
Anthony A. Marini	125	67.9%
Evelyn H. Jackson	123	66.8%
Randall P. Gruber	117	63.6%
Paul Jon McNealy	5	2.7%

Town Meeting, Precinct 8		
Six for 3 years, one for 2 years	Votes	%
James E. Brown Jr.	93	62.8%
Gregory R. Vitarelli	88	59.5%
Bradford A. Moore	87	58.8%
Garry M. O'Brien	85	57.4%
Mary A. Brown	83	56.1%
Robert Canning	83	56.1%
James Lawrence Archer	2	1.4%

Annual Town Election Town Meeting Results

Votes by Precinct	1	2	3	4	5	6	7	8	9	10	Total
Registered voters	1,691	2,317	2,337	2,107	2,301	2,238	2,294	2,315	2,337	2,631	22,568
Ballots Cast	44	134	200	156	210	139	184	148	185	226	1,626
% Turnout	2.6%	5.8%	8.6%	7.4%	9.1%	6.2%	8.0%	6.4%	7.9%	8.6%	7.2%

Town Meeting, Precinct 9

Six for 3 years	Votes	%
Theresa M. Miller	117	63.2%
Erica A. Noonan	117	63.2%
Kenneth B. Hoyt	115	62.2%
Edward A. Johnson	112	60.5%
Wayne A. Chouinard	108	58.4%
Sandy LaFleur	2	1.1%

Town Meeting, Precinct 10

Six for 3 years	Votes	%
Jerry L. Pierce	148	65.5%
George L. Richards III	133	58.8%
Adam M. Berkowitz	132	58.4%
David A. Krentzman	122	54.0%
Douglas A. Grindle	116	51.3%
Robert Awkward	35	15.5%

**COMMONWEALTH OF MASSACHUSETTS
WILLIAM FRANCIS GALVIN
SECRETARY OF THE COMMONWEALTH**

THE COMMONWEALTH OF MASSACHUSETTS

Middlesex, ss

To any Constable of the Town of Natick in said County:

GREETING:

In the name of the Commonwealth of Massachusetts you are hereby required to notify the qualified voters of the said Town of Natick to meet at:

The voters of Precinct 1	in Brown School
The voters of Precinct 2	in Cole Recreational Building
The voters of Precinct 3	in Brown School
The voters of Precinct 4	in Wilson Middle School
The voters of Precinct 5	in Wilson Middle School
The voters of Precinct 6	in Lilja School
The voters of Precinct 7	in Community Senior Center
The voters of Precinct 8	in Morse Institute Library
The voters of Precinct 9	in Community Senior Center
The voters of Precinct 10	in Memorial School

on **TUESDAY, THE NINTH DAY OF SEPTEMBER 2014** from 7:00 A.M. to 8:00 P.M. for the following purpose:

To cast their votes in the State Primaries for the candidates of political parties for the following offices:

SENATOR IN CONGRESS	FOR THE COMMONWEALTH
GOVERNOR	FOR THIS COMMONWEALTH
LIEUTENANT GOVERNOR	FOR THIS COMMONWEALTH
ATTORNEY GENERAL	FOR THIS COMMONWEALTH
SECRETARY OF STATE	FOR THIS COMMONWEALTH
TREASURER AND RECEIVER GENERAL	FOR THIS COMMONWEALTH
AUDITOR	FOR THIS COMMONWEALTH
REPRESENTATIVE IN CONGRESS	FOR THE FIFTH DISTRICT
COUNCILLOR	FOR THE SECOND DISTRICT
SENATOR IN GENERAL COURT.....	FOR THE NORFOLK, BRISTOL & MIDDLESEX DIST.
SENATOR IN GENERAL COURT	FOR THE SECOND MIDDLESEX & NORFOLK DIST.
REPRESENTATIVE IN GENERAL COURT.....	FOR THE FIFTH MIDDLESEX DISTRICT
DISTRICT ATTORNEY	FOR THE NOTHERN DISTRICT
REGISTER OF PROBATE	FOR MIDDLESEX COUNTY

Hereof fail not and make return of this warrant with your doings thereon at the time and place of said voting.

You are directed to serve this warrant by causing an attested copy of said Warrant to be posted in the two Post Offices in said Natick, to wit: Precinct 1: Reliable Cleaners, 214 West Central Street; Precinct 2: Cole Recreation Center, 179 Boden Lane; Precinct 3: Kennedy Middle School, Mill Street; Precinct 4: TCAN, Summer Street; Precinct 5: Wilson Middle School, Rutledge Road; Precinct 6: East Natick Fire Station, Rhode Island Avenue; Precinct 7: Lilja Elementary School, Bacon Street; Precinct 8: Natick High School, 15 West Street; Precinct 9: Community Senior Center, 117 East Central Street; and Precinct 10: Memorial Elementary School, 107 Eliot Street. Above locations being at least one public

place in each Precinct in the Town of Natick, and also posted in the Bacon Free Library; Morse Institute Library and Natick Town Hall seven days at least before September 9, 2014.

Given under our hands this 14th day of July 2014.

ss/Joshua Ostroff
JOSHUA OSTROFF
Chairman

ss/Charles M. Hughes
CHARLES M. HUGHES
Vice Chair

ss/Nicholas S. Mabardy
NICHOLAS S. MABARDY
Clerk

ss/Richard Jennett Jr.
RICHARD JENNETT JR.

ss/John J. Connolly
JOHN J. CONNOLLY

Board of Selectmen for the Town of Natick

Certified copies of the Warrant are available a the Office of the Town Clerk, Natick Town Hall, 13 East Central St., Natick, MA between the hours of 8:00 AM – 5:00 PM, Monday through Wednesday, 8:00 Am – 8:00 PM on Thursday and 8:00 AM- 12:30 PM on Friday and at the Town website www.natickma.org

TOWN OF NATICK
STATE PRIMARY SEPTEMBER 9, 2014
TOTAL BALLOT COUNT

	<u>P1</u>	<u>P2</u>	<u>P3</u>	<u>P4</u>	<u>P5</u>	<u>P6</u>	<u>P7</u>	<u>P8</u>	<u>P9</u>	<u>P10</u>	<u>Total</u>
Democratic ballots	144	378	312	289	346	351	348	338	363	463	3,332
Republican ballots	36	92	67	64	89	81	96	90	79	108	802
Total	180	470	379	353	435	432	444	428	442	571	4,134
Total Registered Voters (eligible to vote)	1,649	2,331	2,315	2,093	2,291	2,244	2,278	2,325	2,310	2,609	22,445
% voted	10.9%	20.2%	16.4%	16.9%	19.0%	19.3%	19.5%	18.4%	19.1%	21.9%	18.4%
Total Eligible voters *	1,640	2,322	2,308	2,083	2,285	2,234	2,264	2,318	2,295	2,596	22,345
% of eligible voters	11.0%	20.2%	16.4%	16.9%	19.0%	19.3%	19.6%	18.5%	19.3%	22.0%	18.5%

* only voters registered as Democrats, Republicans or Unenrolled are eligible to vote in a primary

**TOWN OF NATICK
STATE PRIMARY SEPTEMBER 9, 2014
DEMOCRATIC PARTY**

	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	Total
Democratic ballots	144	378	312	289	346	351	348	338	363	463	3,332
Senator in Congress											
Edward J. Markey	119	286	252	232	271	275	282	262	272	358	2,609
write-ins	0	2	0	0	1	3	0	0	0	1	7
blanks	25	90	60	57	74	73	66	76	91	104	716
total	144	378	312	289	346	351	348	338	363	463	3,332
Governor											
Donald M. Berwick	25	66	80	88	67	65	96	93	99	103	782
Martha Coakley	60	143	108	119	128	146	117	132	132	169	1,254
Steven Grossman	59	164	122	80	149	137	133	109	129	184	1,266
write-ins	0	0	0	0	0	0	0	0	0	1	1
blanks	0	5	2	2	2	3	2	4	3	6	29
total	144	378	312	289	346	351	348	338	363	463	3,332
Lt. Governor											
Leland Cheung	36	94	83	86	84	105	122	92	99	137	938
Stephen J. Kerrigan	64	140	122	101	130	113	113	101	103	134	1,121
Michael E. Lake	21	64	51	46	56	63	45	54	76	74	550
write-ins	0	0	0	0	0	1	0	0	0	1	2
blanks	23	80	56	56	76	69	68	91	85	117	721
total	144	378	312	289	346	351	348	338	363	463	3,332

**TOWN OF NATICK
STATE PRIMARY SEPTEMBER 9, 2014
DEMOCRATIC PARTY**

	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	Total
Democratic ballots	144	378	312	289	346	351	348	338	363	463	3,332
Attorney General											
Maura Healey	88	196	169	172	195	213	232	192	215	283	1,955
Warren E. Tolman	54	169	133	107	143	127	103	127	135	161	1,259
write-ins	0	0	0	0	0	0	0	0	0	0	0
blanks	2	13	10	10	8	11	13	19	13	19	118
total	144	378	312	289	346	351	348	338	363	463	3,332
Secretary of State											
William Francis Galvin	122	301	253	234	276	274	267	244	275	347	2,593
write-ins	0	0	0	0	0	0	0	0	0	0	0
blanks	22	77	59	55	70	77	81	94	88	116	739
total	144	378	312	289	346	351	348	338	363	463	3,332
Treasurer											
Thomas P. Conroy	46	112	121	107	132	104	137	108	122	142	1,131
Barry R. Finegold	31	97	67	53	78	93	63	76	76	88	722
Deborah B. Goldberg	53	141	101	96	102	125	103	96	115	168	1,100
write-ins	0	0	0	0	0	0	0	0	0	0	0
blank	14	28	23	33	34	29	45	58	50	65	379
total	144	378	312	289	346	351	348	338	363	463	3,332
Auditor											
Suzanne M. Bump	109	271	228	198	234	239	252	211	235	291	2,268
write-ins	0	0	0	1	0	1	0	0	1	0	3
blanks	35	107	84	90	112	111	96	127	127	172	1,061
total	144	378	312	289	346	351	348	338	363	463	3,332

TOWN OF NATICK
STATE PRIMARY SEPTEMBER 9, 2014
DEMOCRATIC PARTY

	<u>P1</u>	<u>P2</u>	<u>P3</u>	<u>P4</u>	<u>P5</u>	<u>P6</u>	<u>P7</u>	<u>P8</u>	<u>P9</u>	<u>P10</u>	<u>Total</u>
Democratic ballots	144	378	312	289	346	351	348	338	363	463	3,332
Rep in Congress											
Katherine M. Clark	93	244	207	200	218	241	259	226	245	284	2,217
Sheldon Schwartz	30	87	69	61	84	66	50	51	62	111	671
write-ins	0	0	0	1	0	1	0	0	1	0	3
blanks	21	47	36	27	44	43	39	61	55	68	441
total	144	378	312	289	346	351	348	338	363	463	3,332

Councillor

Robert L. Jubinville	65	166	144	117	148	147	142	133	138	178	1,378
Bart Andrew Timilty	53	128	99	101	109	106	111	104	111	161	1,083
write-ins	0	0	0	0	0	0	0	0	0	0	0
blanks	26	84	69	71	89	98	95	101	114	124	871
total	144	378	312	289	346	351	348	338	363	463	3,332

State Senator

Karen E. Spilka	119	299	249	229	260			251			1,407
Dylan Hayre						210	217		205	264	896
Sara Lynn Reynolds						84	68		92	92	336
write-ins	0	0	0	0	0	0	0	0	0	0	0
blanks	25	79	63	60	86	57	63	87	66	107	693
total	144	378	312	289	346	351	348	338	363	463	3,332

TOWN OF NATICK
STATE PRIMARY SEPTEMBER 9, 2014
DEMOCRATIC PARTY

	<u>P1</u>	<u>P2</u>	<u>P3</u>	<u>P4</u>	<u>P5</u>	<u>P6</u>	<u>P7</u>	<u>P8</u>	<u>P9</u>	<u>P10</u>	<u>Total</u>
Democratic ballots	144	378	312	289	346	351	348	338	363	463	3,332
State Rep											
David Paul Linsky	121	299	256	227	269	275	272	244	280	340	2,583
write-ins	0	0	0	1	1	3	1	0	0	1	7
blanks	23	79	56	61	76	73	75	94	83	122	742
total	144	378	312	289	346	351	348	338	363	463	3,332
District Attorney											
Marian T. Ryan	78	190	155	139	156	186	188	161	183	256	1,692
Michael A. Sullivan	51	139	119	109	142	118	121	112	118	128	1,157
write-ins	0	0	0	0	0	0	0	0	0	0	0
blanks	15	49	38	41	48	47	39	65	62	79	483
total	144	378	312	289	346	351	348	338	363	463	3,332
Register of Probate											
Tara E. DeCristofaro	101	263	215	197	222	238	225	203	222	281	2,167
write-ins	0	0	0	0	0	0	0	0	0	0	0
blanks	43	115	97	92	124	113	123	135	141	182	1,165
total	144	378	312	289	346	351	348	338	363	463	3,332

**TOWN OF NATICK
STATE PRIMARY SEPTEMBER 9, 2014
REPUBLICAN PARTY**

	<u>P1</u>	<u>P2</u>	<u>P3</u>	<u>P4</u>	<u>P5</u>	<u>P6</u>	<u>P7</u>	<u>P8</u>	<u>P9</u>	<u>P10</u>	<u>Total</u>
Senator in Congress	36	92	67	64	89	81	96	90	79	108	802
Brian J. Herr	31	68	57	50	69	64	77	63	61	88	628
write-ins	0	0	0	0	0	0	1	0	0	0	1
blanks	5	24	10	14	20	17	18	27	18	20	173
total	36	92	67	64	89	81	96	90	79	108	802
Governor											
Charles D. Baker	26	69	48	52	73	61	73	56	53	94	605
Mark R. Fisher	10	23	18	12	15	19	23	34	23	13	190
write-ins	0	0	0	0	0	0	0	0	0	0	0
blanks	0	0	1	0	1	1	0	0	3	1	7
total	36	92	67	64	89	81	96	90	79	108	802
Lt. Governor											
Karyn E. Politto	30	78	57	53	75	72	84	66	68	93	676
write-ins	0	1	0	0	0	0	0	0	0	0	1
blanks	6	13	10	11	14	9	12	24	11	15	125
total	36	92	67	64	89	81	96	90	79	108	802
Attorney General											
John B. Miller	33	71	52	46	71	67	78	66	64	85	633
write-ins	0	0	0	0	0	0	0	0	0	0	0
blanks	3	21	15	18	18	14	18	24	15	23	169
total	36	92	67	64	89	81	96	90	79	108	802

TOWN OF NATICK
STATE PRIMARY SEPTEMBER 9, 2014
REPUBLICAN PARTY

	<u>P1</u>	<u>P2</u>	<u>P3</u>	<u>P4</u>	<u>P5</u>	<u>P6</u>	<u>P7</u>	<u>P8</u>	<u>P9</u>	<u>P10</u>	<u>Total</u>
	36	92	67	64	89	81	96	90	79	108	802
Secretary of State											
David D'Arcangelo	32	69	50	47	66	65	78	64	63	80	614
write-ins	0	0	0	0	0	0	0	0	0	0	0
blanks	4	23	17	17	23	16	18	26	16	28	188
total	36	92	67	64	89	81	96	90	79	108	802
Treasurer											
Michael J. Heffernan	30	70	52	47	65	65	78	68	62	85	622
write-ins	0	0	0	0	0	0	0	0	0	0	0
blanks	6	22	15	17	24	16	18	22	17	23	180
total	36	92	67	64	89	81	96	90	79	108	802
Auditor											
Patricia S. St. Aubin	28	63	50	43	64	65	74	67	58	80	592
write-ins	0	0	0	0	0	0	0	0	0	0	0
blanks	8	29	17	21	25	16	22	23	21	28	210
total	36	92	67	64	89	81	96	90	79	108	802
Rep in Congress											
write-ins	1	2	0	1	1	1	1	0	2	0	9
blanks	35	90	67	63	88	80	95	90	77	108	793
total	36	92	67	64	89	81	96	90	79	108	802
Councillor											
write-ins	0	0	0	0	3	0	1	0	0	1	5
blanks	36	92	67	64	86	81	95	90	79	107	797
total	36	92	67	64	89	81	96	90	79	108	802

TOWN OF NATICK
STATE PRIMARY SEPTEMBER 9, 2014
REPUBLICAN PARTY

	<u>P1</u>	<u>P2</u>	<u>P3</u>	<u>P4</u>	<u>P5</u>	<u>P6</u>	<u>P7</u>	<u>P8</u>	<u>P9</u>	<u>P10</u>	<u>Total</u>
	36	92	67	64	89	81	96	90	79	108	802
State Senator											
Richard J. Ross	N/A	N/A	N/A	N/A	N/A	68	78	N/A	64	82	292
write-ins	1	1	0	0	1	0	0	1	0	0	
blanks	35	91	67	64	88	13	18	89	15	26	
total	36	92	67	64	89	81	96	90	79	108	802
State Rep											
Douglas Grindle	30	68	50	48	67	69	80	67	66	84	629
write-ins	0	0	0	0	0	0	0	0	0	0	0
blanks	6	24	17	16	22	12	16	23	13	24	173
total	36	92	67	64	89	81	96	90	79	108	802
District Attorney											
write-ins	0	0	0	0	1	0	0	0	0	0	1
blanks	36	92	67	64	88	81	96	90	79	108	801
total	36	92	67	64	89	81	96	90	79	108	802
Register of Probate											
John W. Lambert Sr.	28	64	49	48	67	69	79	67	59	80	610
write-ins	0	0	0	0	0	0	0	0	0	0	0
blanks	8	28	18	16	22	12	17	23	20	28	192
total	36	92	67	64	89	81	96	90	79	108	802

**COMMONWEALTH OF MASSACHUSETTS
WILLIAM FRANCIS GALVIN
SECRETARY OF THE COMMONWEALTH**

THE COMMONWEALTH OF MASSACHUSETTS

Middlesex, ss

To any Constable of the Town of Natick in said County:

GREETING:

In the name of the Commonwealth of Massachusetts you are hereby required to notify the qualified voters of the said Town of Natick to meet at:

The voters of Precinct 1	in Brown School
The voters of Precinct 2	in Cole Recreational Building
The voters of Precinct 3	in Brown School
The voters of Precinct 4	in Wilson Middle School
The voters of Precinct 5	in Wilson Middle School
The voters of Precinct 6	in Lilja School
The voters of Precinct 7	in Community Senior Center
The voters of Precinct 8	in Morse Institute Library
The voters of Precinct 9	in Community Senior Center
The voters of Precinct 10	in Memorial School

on **TUESDAY, THE FOURTH DAY OF NOVEMBER 2014** from 7:00 A.M. to 8:00 P.M. for the following purpose:

To cast their votes in the State Election for the following offices:

SENATOR IN CONGRESS	FOR THIS COMMONWEALTH
GOVERNOR AND LIEUTENANT GOVERNOR	FOR THIS COMMONWEALTH
ATTORNEY GENERAL	FOR THIS COMMONWEALTH
SECRETARY OF STATE	FOR THIS COMMONWEALTH
TREASURER	FOR THIS COMMONWEALTH
AUDITOR	FOR THIS COMMONWEALTH
REPRESENTATIVE IN CONGRESS	FOR THE FIFTH DISTRICT
COUNCILLOR	FOR THE SECOND DISTRICT
SENATOR IN GENERAL COURT	FOR THE NORFOLK, BRISTOL & MIDDLESEX DIST.
SENATOR IN GENERAL COURT	FOR THE SECOND MIDDLESEX & NORFOLK DIST.
REPRESENTATIVE IN GENERAL COURT	FOR THE FIFTH MIDDLESEX DIST.
DISTRICT ATTORNEY	FOR THE NORTHERN DISTRICT
REGISTER OF PROBATE	FOR MIDDLESEX COURT

QUESTION 1: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 6, 2014?

SUMMARY

This proposed law would eliminate the requirement that the state's gasoline tax, which was 24 cents per gallon as of September 2013, (1) be adjusted every year by the percentage change in the Consumer Price Index over the preceding year, but (2) not be adjusted below 21.5 cents per gallon.

A YES VOTE would eliminate the requirement that the state's gas tax be adjusted annually based on the Consumer Price Index.

A NO VOTE would make no change in the laws regarding the gas tax.

QUESTION 2: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 6, 2014?

SUMMARY

This proposed law would expand the state's beverage container deposit law, also known as the Bottle Bill, to require deposits on containers for all non-alcoholic non-carbonated drinks in liquid form intended for human consumption, except beverages primarily derived from dairy products, infant formula, and FDA approved medicines. The proposed law would not cover containers made of paper-based biodegradable material and aseptic multi-material packages such as juice boxes or pouches.

The proposed law would require the state Secretary of Energy and Environmental Affairs (EEA) to adjust the container deposit amount every five years to reflect (to the nearest whole cent) changes in the consumer price index, but the value could not be set below five cents.

The proposed law would increase the minimum handling fee that beverage distributors must pay dealers for each properly returned empty beverage container, which was 2¼ cents as of September 2013, to 3½ cents. It would also increase the minimum handling fee that bottlers must pay distributors and dealers for each properly returned empty reusable beverage container, which was 1 cent as of September 2013, to 3½ cents. The Secretary of EEA would review the fee amounts every five years and make appropriate adjustments to reflect changes in the consumer price index as well as changes in the costs incurred by redemption centers. The proposed law defines a redemption center as any business whose primary purpose is the redemption of beverage containers and that is not ancillary to any other business.

The proposed law would direct the Secretary of EEA to issue regulations allowing small dealers to seek exemptions from accepting empty deposit containers. The proposed law would define small dealer as any person or business, including the operator of a vending machine, who sells beverages in beverage containers to consumers, with a contiguous retail space of 3,000 square feet or less, excluding office and stock room space; and fewer than four locations under the same ownership in the Commonwealth. The proposed law would require that the regulations consider at least the health, safety, and convenience of the public, including the distribution of dealers and redemption centers by population or by distance or both.

The proposed law would set up a state Clean Environment Fund to receive certain unclaimed container deposits. The Fund would be used, subject to appropriation by the state Legislature, to support programs such as the proper management of solid waste, water resource protection, parkland, urban forestry, air quality and climate protection.

The proposed law would allow a dealer, distributor, redemption center or bottler to refuse to accept any beverage container that is not marked as being refundable in Massachusetts.

The proposed law would take effect on April 22, 2015.

A YES VOTE would expand the state’s beverage container deposit law to require deposits on containers for all non-alcoholic, non-carbonated drinks with certain exceptions, increase the associated handling fees, and make other changes to the law.

A NO VOTE would make no change in the laws regarding beverage container deposits.

QUESTION 3: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 6, 2014?

SUMMARY

This proposed law would (1) prohibit the Massachusetts Gaming Commission from issuing any license for a casino or other gaming establishment with table games and slot machines, or any license for a gaming establishment with slot machines; (2) prohibit any such casino or slots gaming under any such licenses that the Commission might have issued before the proposed law took effect; and (3) prohibit wagering on the simulcasting of live greyhound races.

The proposed law would change the definition of “illegal gaming” under Massachusetts law to include wagering on the simulcasting of live greyhound races, as well as table games and slot machines at Commission-licensed casinos, and slot machines at other Commission-licensed gaming establishments. This would make those types of gaming subject to existing state laws providing criminal penalties for, or otherwise regulating or prohibiting, activities involving illegal gaming.

The proposed law states that if any of its parts were declared invalid, the other parts would stay in effect.

A YES VOTE would prohibit casinos, any gaming establishment with slot machines, and wagering on simulcast greyhound races.

A NO VOTE would make no change in the current laws regarding gaming.

QUESTION 4: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 6, 2014?

SUMMARY

This proposed law would entitle employees in Massachusetts to earn and use sick time according to certain conditions.

Employees who work for employers having eleven or more employees could earn and use up to 40 hours of paid sick time per calendar year, while employees working for smaller employers could earn and use up to 40 hours of unpaid sick time per calendar year.

An employee could use earned sick time if required to miss work in order (1) to care for a physical or mental illness, injury or medical condition affecting the employee or the employee’s child, spouse, parent, or parent of a spouse; (2) to attend routine medical appointments of the employee or the employee’s child,

spouse, parent, or parent of a spouse; or (3) to address the effects of domestic violence on the employee or the employee's dependent child. Employees would earn one hour of sick time for every 30 hours worked, and would begin accruing those hours on the date of hire or on July 1, 2015, whichever is later. Employees could begin to use earned sick time on the 90th day after hire.

The proposed law would cover both private and public employers, except that employees of a particular city or town would be covered only if, as required by the state constitution, the proposed law were made applicable by local or state legislative vote or by appropriation of sufficient funds to pay for the benefit. Earned paid sick time would be compensated at the same hourly rate paid to the employee when the sick time is used.

Employees could carry over up to 40 hours of unused sick time to the next calendar year, but could not use more than 40 hours in a calendar year. Employers would not have to pay employees for unused sick time at the end of their employment. If an employee missed work for a reason eligible for earned sick time, but agreed with the employer to work the same number of hours or shifts in the same or next pay period, the employee would not have to use earned sick time for the missed time, and the employer would not have to pay for that missed time. Employers would be prohibited from requiring such an employee to work additional hours to make up for missed time, or to find a replacement employee.

Employers could require certification of the need for sick time if an employee used sick time for more than 24 consecutively scheduled work hours. Employers could not delay the taking of or payment for earned sick time because they have not received the certification. Employees would have to make a good faith effort to notify the employer in advance if the need for earned sick time is foreseeable.

Employers would be prohibited from interfering with or retaliating based on an employee's exercise of earned sick time rights, and from retaliating based on an employee's support of another employee's exercise of such rights.

The proposed law would not override employers' obligations under any contract or benefit plan with more generous provisions than those in the proposed law. Employers that have their own policies providing as much paid time off, usable for the same purposes and under the same conditions, as the proposed law would not be required to provide additional paid sick time.

The Attorney General would enforce the proposed law, using the same enforcement procedures applicable to other state wage laws, and employees could file suits in court to enforce their earned sick time rights. The Attorney General would have to prepare a multilingual notice regarding the right to earned sick time, and employers would be required to post the notice in a conspicuous location and to provide a copy to employees. The state Executive Office of Health and Human Services, in consultation with the Attorney General, would develop a multilingual outreach program to inform the public of the availability of earned sick time.

The proposed law would take effect on July 1, 2015, and states that if any of its parts were declared invalid, the other parts would stay in effect.

A YES VOTE would entitle employees in Massachusetts to earn and use sick time according to certain

conditions.

A NO VOTE would make no change in the laws regarding earned sick time.

Hereof fail not and make return of this warrant with your doings thereon at the time and place of said voting.

You are directed to serve this warrant by causing an attested copy of said Warrant to be posted in the two Post Offices in said Natick, to wit: Precinct 1: Reliable Cleaners, 214 West Central Street; Precinct 2: Cole Recreation Center, 179 Boden Lane; Precinct 3: Kennedy Middle School, Mill Street; Precinct 4: TCAN, Summer Street; Precinct 5: Wilson Middle School, Rutledge Road; Precinct 6: East Natick Fire Station, Rhode Island Avenue; Precinct 7: Lilja Elementary School, Bacon Street; Precinct 8: Natick High School, 15 West Street; Precinct 9: Community Senior Center, 117 East Central Street; and Precinct 10: Memorial Elementary School, 107 Eliot Street. Above locations being at least one public place in each Precinct in the Town of Natick, and also posted in the Bacon Free Library; Morse Institute Library and Natick Town Hall seven days at least before November 4, 2014.

Given under our hands this 6th day of October 2014.

ss/ Joshua Ostroff
JOSHUA OSTROFF
Chairman

ss/ Charles M. Hughes
CHARLES M. HUGHES
Vice Chair

ss/ Nicholas S. Mabardy
NICHOLAS S. MABARDY
Clerk

ss/ Richard Jennett Jr.
RICHARD JENNETT JR.

ss/ John J. Connolly
JOHN J. CONNOLLY

Board of Selectmen for the Town of Natick

TOWN OF NATICK
STATE ELECTION NOVEMBER 4, 2014
OFFICIAL RESULTS

	<u>P1</u>	<u>P2</u>	<u>P3</u>	<u>P4</u>	<u>P5</u>	<u>P6</u>	<u>P7</u>	<u>P8</u>	<u>P9</u>	<u>P10</u>	<u>Total</u>	<u>Percent</u>
TOTAL TURNOUT	754	1,456	1,477	1,207	1,439	1,358	1,438	1,412	1,367	1,772	13,680	
# OF REGISTERED VOTERS	1,657	2,409	2,351	2,125	2,306	2,270	2,325	2,396	2,343	2,618	22,800	
TURNOUT	45.5%	60.4%	62.8%	56.8%	62.4%	59.8%	61.8%	58.9%	58.3%	67.7%	60.0%	
Senator in Congress												
Edward J. Markey	512	889	896	773	844	812	935	904	876	1,008	8,449	61.8%
Brian J. Herr	223	514	539	403	548	496	464	464	449	723	4,823	35.3%
Write-ins	0	3	0	1	2	1	0	0	1	0	8	
Blanks	19	50	42	30	45	49	39	44	41	41	400	
TOTAL	754	1,456	1,477	1,207	1,439	1,358	1,438	1,412	1,367	1,772	13,680	
Governor/Lt. Governor												
Baker and Polito	322	711	732	531	728	631	652	612	599	940	6,458	47.2%
Coakley and Kerrigan	390	662	679	612	639	643	720	707	696	775	6,523	47.7%
Falchuk and Jennings	22	45	39	39	42	44	41	58	47	34	411	3.0%
Lively and Saunders	4	10	10	4	9	10	2	10	7	7	73	0.5%
McCormick and Post	4	14	4	10	10	10	9	12	8	6	87	0.6%
Write-ins	0	2	1	0	0	0	2	0	0	0	5	
Blanks	12	12	12	11	11	20	12	13	10	10	123	
TOTAL	754	1,456	1,477	1,207	1,439	1,358	1,438	1,412	1,367	1,772	13,680	
Attorney General												
Maura Healey	493	893	886	778	835	823	929	902	880	1,010	8,429	61.6%
John B. Miller	229	496	519	391	530	474	443	455	430	697	4,664	34.1%
Write-ins	0	1	0	0	0	0	0	0	0	0	1	
Blanks	32	66	72	38	74	61	66	55	57	65	586	
TOTAL	754	1,456	1,477	1,207	1,439	1,358	1,438	1,412	1,367	1,772	13,680	

TOWN OF NATICK

STATE ELECTION NOVEMBER 4, 2014

OFFICIAL RESULTS

	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	Total	Percent
TOTAL TURNOUT	754	1,456	1,477	1,207	1,439	1,358	1,438	1,412	1,367	1,772	13,680	
# OF REGISTERED VOTERS	1,657	2,409	2,351	2,125	2,306	2,270	2,325	2,396	2,343	2,618	22,800	
TURNOUT	45.5%	60.4%	62.8%	56.8%	62.4%	59.8%	61.8%	58.9%	58.3%	67.7%	60.0%	
Secretary of State												
William F. Galvin	524	971	1,003	835	923	896	1,007	992	953	1,148	9,252	67.6%
David D'Arcangelo	174	367	365	277	395	354	314	322	306	493	3,367	24.6%
Daniel L. Factor	19	41	47	51	43	45	51	47	54	55	453	3.3%
Write-ins	0	1	0	0	0	0	1	0	0	0	2	
Blanks	37	76	62	44	78	63	65	51	54	76	606	
TOTAL	754	1,456	1,477	1,207	1,439	1,358	1,438	1,412	1,367	1,772	13,680	
Treasurer												
Deborah B. Goldberg	423	774	734	633	665	681	738	746	706	843	6,943	50.8%
Michael James Heffernan	269	543	610	460	624	550	563	537	526	781	5,463	39.9%
Ian T. Jackson	18	43	42	56	48	40	41	49	55	50	442	3.2%
Write-ins	0	1	0	0	0	0	0	0	0	0	1	
Blanks	44	95	91	58	102	87	96	80	80	98	831	
TOTAL	754	1,456	1,477	1,207	1,439	1,358	1,438	1,412	1,367	1,772	13,680	
Auditor												
Suzanne M. Bump	436	762	787	674	729	719	765	779	756	868	7,275	53.2%
Patricia S. Saint Aubin	228	499	504	379	507	460	460	452	446	675	4,610	33.7%
MK Merlice	28	51	45	61	51	50	54	65	57	61	523	3.8%
Write-ins	1	1	2	0	0	0	0	0	0	0	4	
Blanks	61	143	139	93	152	129	159	116	108	168	1,268	
TOTAL	754	1,456	1,477	1,207	1,439	1,358	1,438	1,412	1,367	1,772	13,680	

**TOWN OF NATICK
STATE ELECTION NOVEMBER 4, 2014
OFFICIAL RESULTS**

	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	Total	Percent
TOTAL TURNOUT	754	1,456	1,477	1,207	1,439	1,358	1,438	1,412	1,367	1,772	13,680	
# OF REGISTERED VOTERS	1,657	2,409	2,351	2,125	2,306	2,270	2,325	2,396	2,343	2,618	22,800	
TURNOUT	45.5%	60.4%	62.8%	56.8%	62.4%	59.8%	61.8%	58.9%	58.3%	67.7%	60.0%	
Representative in Congress												
Katherine M. Clark	564	1,007	992	828	930	895	1,013	1,010	971	1,142	9,352	68.4%
Write-ins	5	8	16	15	20	10	11	7	7	16	115	
Blanks	185	441	469	364	489	453	414	395	389	614	4,213	
TOTAL	754	1,456	1,477	1,207	1,439	1,358	1,438	1,412	1,367	1,772	13,680	
Councillor												
Robert L. Jubinville	542	956	951	800	873	857	950	966	900	1,053	8,848	64.7%
Write-ins	3	4	8	16	10	7	4	5	8	10	75	
Blanks	209	496	518	391	556	494	484	441	459	709	4,757	
TOTAL	754	1,456	1,477	1,207	1,439	1,358	1,438	1,412	1,367	1,772	13,680	
Senator in General Court												
Karen E. Spilka	575	1,024	1,037	844	942	N/A	N/A	1,013	N/A	N/A	5,435	70.2%
Richard J. Ross	N/A	N/A	N/A	N/A	N/A	537	495	N/A	471	736	2,239	37.7%
Dylan Hayre	N/A	N/A	N/A	N/A	N/A	694	816	N/A	776	873	3,159	53.2%
Write-ins	4	5	10	10	9	1	0	5	0	1	45	
Blanks	175	427	430	353	488	126	127	394	120	162	2,802	
TOTAL	754	1,456	1,477	1,207	1,439	1,358	1,438	1,412	1,367	1,772	13,680	
Representative in General Court												
David Paul Linsky	501	893	933	782	862	834	917	883	854	988	8,447	61.7%
Douglas A. Grindle	213	481	473	381	505	453	447	463	442	686	4,544	33.2%
Write-ins	0	1	1	2	1	0	1	1	1	3	11	
Blanks	40	81	70	42	71	71	73	65	70	95	678	
TOTAL	754	1,456	1,477	1,207	1,439	1,358	1,438	1,412	1,367	1,772	13,680	

TOWN OF NATICK
STATE ELECTION NOVEMBER 4, 2014
OFFICIAL RESULTS

	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	Total	Percent
TOTAL TURNOUT	754	1,456	1,477	1,207	1,439	1,358	1,438	1,412	1,367	1,772	13,680	
# OF REGISTERED VOTERS	1,657	2,409	2,351	2,125	2,306	2,270	2,325	2,396	2,343	2,618	22,800	
TURNOUT	45.5%	60.4%	62.8%	56.8%	62.4%	59.8%	61.8%	58.9%	58.3%	67.7%	60.0%	
District Attorney												
Marian T. Ryan	553	976	970	810	904	862	985	962	925	1,109	9,056	66.2%
Write-ins	3	8	13	10	13	8	6	5	5	6	77	
Blanks	198	472	494	387	522	488	447	445	437	657	4,547	
TOTAL	754	1,456	1,477	1,207	1,439	1,358	1,438	1,412	1,367	1,772	13,680	
Register of Probate												
Tara E. DeCristofaro	417	688	695	610	641	622	708	730	700	757	6,568	48.0%
John W. Lambert, Sr.	262	590	609	469	614	560	552	521	520	796	5,493	40.2%
Write-ins	0	2	0	3	0	1	0	1	0	0	7	
Blanks	75	176	173	125	184	175	178	160	147	219	1,612	
TOTAL	754	1,456	1,477	1,207	1,439	1,358	1,438	1,412	1,367	1,772	13,680	
Question # 1												
Yes	370	786	723	555	722	683	674	690	652	844	6,699	49.0%
No	360	630	706	619	672	635	738	684	669	889	6,602	48.3%
Blanks	24	40	48	33	45	40	26	38	46	39	379	
TOTAL	754	1,456	1,477	1,207	1,439	1,358	1,438	1,412	1,367	1,772	13,680	
Question #2												
Yes	193	346	355	350	320	342	429	416	413	555	3,719	27.2%
No	547	1,088	1,103	837	1,094	999	988	979	941	1,199	9,775	71.5%
Blanks	14	22	19	20	25	17	21	17	13	18	186	
TOTAL	754	1,456	1,477	1,207	1,439	1,358	1,438	1,412	1,367	1,772	13,680	

TOWN OF NATICK
STATE ELECTION NOVEMBER 4, 2014
OFFICIAL RESULTS

	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	Total	Percent
TOTAL TURNOUT	754	1,456	1,477	1,207	1,439	1,358	1,438	1,412	1,367	1,772	13,680	
# OF REGISTERED VOTERS	1,657	2,409	2,351	2,125	2,306	2,270	2,325	2,396	2,343	2,618	22,800	
TURNOUT	45.5%	60.4%	62.8%	56.8%	62.4%	59.8%	61.8%	58.9%	58.3%	67.7%	60.0%	
Question #3												
Yes	268	544	556	538	548	542	639	573	598	839	5,645	41.3%
No	466	884	884	644	853	794	771	820	749	903	7,768	56.8%
Blanks	20	28	37	25	38	22	28	19	20	30	267	
TOTAL	754	1,456	1,477	1,207	1,439	1,358	1,438	1,412	1,367	1,772	13,680	
Question #4												
Yes	486	885	827	768	830	820	887	849	832	994	8,178	59.8%
No	253	540	598	408	565	514	519	532	510	729	5,168	37.8%
Blanks	15	31	52	31	44	24	32	31	25	49	334	
TOTAL	754	1,456	1,477	1,207	1,439	1,358	1,438	1,412	1,367	1,772	13,680	

Section III

Town Meeting Minutes & Attendance

2014 TOWN MEETING MEMBER ATTENDANCE

Last	First	Prec	4/8/14	4/10/14	4/29/14	5/1/14	5/6/14	5/8/14	5/13/14	10/21/14	10/23/14	10/28/14	10/30/14	11/6/14	11/13/14	11/18/14
Adams	Andrea T.	1	-	-	Y	Y	Y	Y	-	-	Y	-	Y	-	Y	-
Alessi	Salvatore A.	4	Y	Y	Y	Y	Y	Y	Y	Y	Y	-	-	-	Y	-
Awkward	Robert J.	10	Y	Y	-	-	Y	Y	Y	Y	-	Y	Y	-	Y	-
Bacon	Kathleen	10	Y	-	Y	-	-	-	-	Y	-	Y	Y	Y	Y	-
Ball	Erica E.	5	Y	Y	-	-	Y	Y	Y	Y	Y	Y	Y	Y	Y	-
Bastien	Shawn R.	7	Y	-	Y	Y	-	Y	Y	-	-	Y	Y	-	-	-
Beatrice	Marsha P.	7	Y	-	Y	-	Y	Y	-	-	-	-	-	-	-	-
Bednarz Jr.	Thomas E.	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Berelowitz	Saul	2	-	-	-	-	Y	Y	-	-	Y	-	-	Y	Y	-
Berkowitz	Adam M.	10	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	-	Y	Y	-
Blaha	Michael D.	1	Y	Y	Y	Y	Y	Y	Y	Y	-	Y	Y	Y	Y	-
Boggia	Beisy	6	Y	Y	-	Y	-	Y	-	Y	-	Y	-	-	-	-
Broderick-Noonan	E G	2	Y	-	Y	-	-	-	Y	-	-	-	-	-	-	-
Brown	Mary A.	8	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Brown Jr.	James E.	8	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Canning	Robert	8	Y	-	Y	Y	Y	Y	Y	Y	-	-	-	Y	Y	-
Casey	Donna Volpe	3	Y	Y	-	-	Y	Y	Y	Y	Y	Y	Y	Y	Y	-
Casey	Jerome	3							appt. 6-27-14	Y	Y	Y	Y	Y	Y	-
Chamberlain	Brian E.	10	Y	Y	Y	Y	Y	-	-	Y	Y	-	Y	-	-	-
Chase	Joel B.	1	Y	-	-	-	-	-	-	-	-	Y	Y	Y	Y	-
Checkert	Helen Terry	7	Y	Y	Y	Y	Y	Y	Y	Y	Y	-	Y	Y	Y	-
Chinetti	Barbara A.	6	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	-
Chouinard	Wayne A.	9	-	-	-	-	-	-	-	Y	-	Y	Y	-	Y	-
Coburn Jr.	Frederick	4	-	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	-
Coffey	David J.	2	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	-
Collins	Cathleen M.	9	-	-	-	Y	Y	Y	Y	-	-	Y	Y	-	Y	-
Conaway	B. Patrick	2	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	-
Connolly	Paul E.	6	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	-
Conway	Joseph B.	7	Y	-	-	-	-	-	-	-	-	-	-	-	-	-
Coughlin	Catherine M.	6	Y	-	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
D'Costa	Victor P.	3	Y	-	Y	Y	Y	Y	Y	-	-	-	-	-	Y	-
Del Sesto	Geoffrey C.	2	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	-
Delaney	Lawrence	8	-	-	-	-	-	-	-	Y	-	-	Y	-	Y	-
Delhanty	Carol A.	3	Y	Y	-	Y	Y	Y	Y	Y	-	Y	Y	Y	Y	-
Dellarocca	Paul L.	2	Y	Y	Y	Y	Y	Y	Y	Y	-	Y	Y	Y	Y	-

2014 TOWN MEETING MEMBER ATTENDANCE

Last	First	Prec	4/8/14	4/10/14	4/29/14	5/1/14	5/6/14	5/8/14	5/13/14	10/21/14	10/23/14	10/28/14	10/30/14	11/6/14	11/13/14	11/18/14
Desveaux	Sandra J.	3	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	-
Devereaux	Nancy	5	Y	Y	Y	Y	Y	-	-	Y	Y	Y	Y	Y	Y	-
DiMasi	Nicholas	6	-	-	Y	Y	Y	Y	-	-	-	-	-	-	-	-
Donovan	Brian P.	4	Y	Y	-	Y	-	-	Y	-	-	Y	-	Y	Y	-
Donovan III	John A.	4	Y	Y	Y	Y	-	-	-	Y	-	Y	Y	-	Y	-
Drolet	Lawrence L.	5	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	-
Evans	Bruce T.	7	Y	Y	Y	-	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Evans	Teresa M.	7	Y	Y	Y	-	Y	Y	Y	-	Y	Y	Y	Y	-	-
Everett	James L.	5	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Ferrari	Michael A.	10	-	Y	-	-	Y	-	-	-	-	-	-	-	-	-
Filledes	Tass	8	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	-	Y	-	Y
Firzpatrick	Glen	2	Y	Y	-	Y	Y	-	-	Y	Y	Y	-	Y	-	-
Flynn	Ann K.	5	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	-
Foley	Richard A.	4	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	-
Forsner	Larry	6	Y	Y	-	-	-	-	-	Y	Y	Y	Y	Y	Y	-
Foss	Charlene B.	6	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	-
Foster	Karen A.	6	Y	-	Y	Y	Y	Y	Y	Y	Y	-	-	-	Y	-
Freedman	Jonathan H.	4	Y	-	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	-
Friswell	Donald P.	9	Y	Y	Y	Y	Y	-	Y	Y	Y	Y	Y	Y	Y	-
Gallo	David J.	2	-	-	Y	-	-	-	Y	-	-	-	-	-	-	-
Gath	William F.	6	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	-
Gaziano Jr.	John D.	3	Y	Y	Y	Y	-	Y	-	Y	Y	Y	Y	-	Y	-
Gillenwater	Todd M.	5	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	-
Glaser	Richard A.	1	Y	Y	Y	-	Y	Y	Y	Y	Y	Y	Y	Y	Y	-
Glaser	Glen B.	8	Y	Y	Y	Y	-	Y	Y	Y	Y	Y	Y	-	Y	-
Gloff	Carol A.	6	Y	Y	Y	-	Y	Y	Y	Y	Y	Y	Y	-	Y	-
Golden	Peter S.	6	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	-	Y	Y	-
Gols	Lorie K.	1	Y	Y	Y	Y	Y	-	-	Y	Y	Y	Y	Y	Y	-
Gove	Marjorie	8	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	-	-	-
Grady	Charles A.	3	Y	Y	-	Y	Y	Y	Y	Y	Y	Y	Y	-	Y	-
Griesmer	Paul B.	7	Y	Y	Y	Y	Y	Y	Y	Y	-	Y	Y	Y	Y	Y
Grindle	Douglas A.	10	Y	Y	Y	Y	Y	Y	Y	Y	Y	-	Y	Y	Y	-
Gruber	Randall P.	7	Y	Y	-	Y	-	-	Y	-	-	Y	Y	Y	-	-
Hanna	Sara R.	8	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Haugland	Henry W.	7	-	Y	Y	Y	Y	Y	-	Y	Y	Y	Y	Y	Y	-
Hawley	Glynn E.	8	Y	Y	Y	-	-	Y	Y	Y	-	Y	Y	Y	-	-

2014 TOWN MEETING MEMBER ATTENDANCE

Last	First	Prec	4/8/14	4/10/14	4/29/14	5/1/14	5/6/14	5/8/14	5/13/14	10/21/14	10/23/14	10/28/14	10/30/14	11/6/14	11/13/14	11/18/14
Hayes	Andrew Patrick	10	Y	Y	Y	-	Y	Y	-	Y	Y	Y	Y	Y	Y	-
Hayre	Dylan	7	Y	Y	Y	Y	-	Y	Y	Y	-	-	Y	Y	-	-
Healey	Robert M.	3	Y	Y	Y	Y	Y	Y	-	Y	Y	Y	Y	Y	Y	-
Herson	Nanci S.	2	-	-	Y	Y	-	-	-	-	-	-	-	-	-	-
Heyde	Brianna M.	4	Y	Y	Y	-	Y	Y	Y	Y	Y	-	Y	Y	Y	-
Honthumb	Barbara R.	3	Y	-	Y	Y	-	-	-	Y	Y	-	Y	Y	-	-
Hoyt	Kenneth B.	9	Y	-	Y	-	-	-	Y	Y	-	Y	-	Y	-	-
Hubbard	Thomas E.	8	Y	Y	Y	Y	-	-	Y	Y	Y	Y	-	Y	Y	-
Hughes	Charles M.	2	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	-	Y	Y	Y
Idzal	Wilson E.	9	Y	Y	Y	-	-	-	-	Y	-	-	-	-	-	-
Jackson	Evelyn H.	7	Y	-	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	-	-
Jennett	Nancy E.	7	-	Y	Y	-	Y	-	Y	Y	-	Y	-	-	-	-
Jennett Jr.	Richard	7	Y	Y	-	Y	Y	Y	Y	Y	-	Y	Y	Y	Y	-
Johnson	Edward A.	9	Y	-	Y	Y	Y	-	-	-	-	-	-	-	-	-
Joseph	Paul R.	9	-	-	-	Y	-	Y	-	Y	Y	-	Y	Y	Y	-
Joseph	Scott A.	9	Y	Y	Y	-	-	-	-	-	-	-	-	-	-	-
Kane	Jonathan D.	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Kane	Stephen M.	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Keefe	Joseph A.	7	-	-	Y	Y	Y	-	-	Y	Y	Y	-	Y	-	-
Kessel	Martin	10	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	-
Kiggen Jr.	Joseph M.	4	Y	Y	Y	-	-	-	-	Y	Y	-	-	-	-	Y
Krentzman	David A.	10	Y	-	-	-	-	-	Y	Y	Y	Y	Y	-	Y	-
Kruczynski	Christina E.	4	-	Y	-	-	-	-	-	-	-	-	Y	-	-	-
Kruczynski	Christopher A.	4	-	-	-	-	-	-	-	Y	Y	Y	-	-	-	-
Kuhn	Judith A.	3	Y	Y	-	Y	Y	Y	Y	Y	Y	Y	Y	Y	-	-
Kuhn	Leonard P.	3	Y	Y	-	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	-
LaFleur	Sandra	9	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	-
Lamont	Michael K.	9	Y	Y	Y	-	-	-	-	-	-	-	-	-	-	-
Landry	Douglas L.	4	Y	Y	Y	-	-	-	-	-	-	-	-	-	-	-
Lavash	Nancy A.	1	-	Y	-	-	-	-	-	Y	Y	-	-	Y	-	-
Lawrence-Archer	James	8	Y	Y	-	-	-	-	-	Y	Y	Y	Y	Y	Y	-
Levinisky	Steven	4	Y	Y	Y	-	Y	Y	-	Y	Y	Y	Y	Y	Y	-
Linehan	Michael F.	6	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	-
Lista	Tony	6	Y	-	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	-	-
Luke	Andrew W.	5	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Magee	Janie	8	-	-	-	-	-	-	-	Y	Y	Y	-	-	-	-

2014 TOWN MEETING MEMBER ATTENDANCE

Last	First	Prec	4/8/14	4/10/14	4/29/14	5/1/14	5/6/14	5/8/14	5/13/14	10/21/14	10/23/14	10/28/14	10/30/14	11/6/14	11/13/14	11/18/14
Magee	Tricia RY	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Magee IV	John J.	1	-	Y	Y	Y	-	-	-	-	-	Y	Y	Y	Y	-
Marini	Anthony A.	7	-	-	-	-	Y	Y	Y	Y	Y	-	-	Y	-	-
Mathews	Joan R.	3	-	Y	-	Y	-	Y	-	-	-	-	-	-	-	-
McDonough	Julie M.	3	Y	Y	Y	Y	Y	Y	-	Y	-	Y	Y	Y	Y	-
McKenzie	Donna M.	3	Y	Y	Y	Y	Y	Y	-	Y	-	Y	Y	Y	Y	-
McNealy	Paul Jon	7	Y	Y	-	Y	Y	Y	Y	-	Y	Y	Y	Y	Y	-
Melchiorri	Stephen R.	10	Y	Y	Y	-	-	-	-	-	-	Y	Y	-	-	-
Meckowitz	Harriet S.	5	Y	Y	Y	Y	-	Y	Y	Y	Y	Y	Y	Y	Y	-
Meyer	Andrew J.	3	Y	-	-	-	Y	Y	-	-	-	Y	Y	Y	-	-
Miller	Ronald J.	9	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	-
Miller	Theresa M.	9	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	-	Y	Y	-
Montross	Lynne	2	Y	Y	-	-	-	-	-	Y	-	Y	-	Y	-	-
Montross	Richard T.	2	Y	Y	Y	Y	Y	-	Y	Y	Y	Y	Y	Y	Y	-
Moore	Bradford A.	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Munnich	Julian J.	5	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Murphy	David	1	Y	Y	Y	-	-	-	Y	-	-	-	-	-	-	-
Nichols	Janet M.	5	Y	Y	Y	Y	Y	Y	Y	Y	Y	-	Y	Y	Y	-
Noonan	Erica A.	9	Y	Y	Y	Y	Y	Y	-	-	Y	Y	-	-	-	-
Northgraves	Nancy A.	6	Y	Y	-	-	Y	Y	Y	Y	Y	-	Y	-	Y	-
Nottonson	Nancy B.	4	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	-
Nottonson	Peter A.	4	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	-
O'Brien	Garry M.	8	Y	-	-	Y	Y	-	-	-	-	Y	-	-	-	-
Ostroff	Jeanne Williamson	6	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Ostroff	Joshua	6	Y	Y	Y	Y	Y	Y	-	Y	-	Y	Y	Y	Y	-
Oxman	Lois	1	-	-	-	-	-	-	-	Y	-	-	Y	Y	Y	-
Parsons	Janice L.	9	Y	Y	-	-	Y	Y	Y	Y	Y	Y	-	Y	-	-
Philben	Richard	8	-	Y	-	-	-	-	-	-	-	-	-	-	-	-
Pierce	Jerry L.	10	Y	Y	Y	Y	Y	Y	Y	Y	-	Y	Y	Y	Y	-
Potts Sr.	George W.	9	Y	-	Y	-	-	-	-	-	-	-	-	Y	-	-
Price	Michael J.	4	Y	-	-	-	-	-	-	-	-	-	-	-	-	-
Rich	Beverly G.	10	-	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	-
Richards III	George L.	10	Y	-	Y	Y	Y	Y	Y	Y	-	-	-	Y	Y	-
Robb	Stephen Edwin	2	Y	Y	-	-	-	-	-	Y	-	-	-	-	-	-
Rodino	Ross J.	3	Y	-	-	-	-	Y	-	-	-	Y	-	-	-	-
Rosenman	Alan L.	10	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	-

2014 TOWN MEETING MEMBER ATTENDANCE

Last	First	Prec	4/8/14	4/10/14	4/29/14	5/1/14	5/6/14	5/8/14	5/13/14 <i>request 5/12/14</i>	10/21/14	10/23/14	10/28/14	10/30/14	11/6/14	11/13/14	11/18/14
Ross	Craig S.	4	-	-	-	-	-	-	-	Y	-	Y	Y	Y	-	-
Ryan	Christine M.	9	Y	Y	-	-	-	-	-	<i>deceased</i>						
Salamoff	Edward M.	10	-	Y	Y	Y	Y	Y	Y	-	-	Y	-	Y	-	-
Salamoff	Susan G.	10	Y	Y	Y	Y	Y	Y	Y	-	-	-	-	Y	-	-
Salis	S. Christopher	7	Y	-	Y	-	Y	-	-	Y	-	-	-	Y	-	-
Sanchez	Barbara Fahay	4	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	-
Sanford	Paul M.	5	Y	-	-	-	-	-	-	-	-	-	-	-	-	-
Schoenig	William	3	Y	Y	Y	-	-	-	-	Y	Y	Y	Y	-	Y	-
Seiche	Heather S.	9	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	-	Y	Y	Y
Seymour	Barbara	8	Y	Y	Y	-	Y	Y	Y	-	-	Y	-	-	-	-
Shea	Susan A.	10	Y	Y	Y	-	Y	Y	Y	Y	Y	Y	-	Y	-	-
Shealer	Valerie I.	3	-	-	-	-	-	-	-	Y	Y	Y	-	Y	-	-
Sidney	Richard	8	Y	Y	Y	-	-	-	Y	Y	Y	Y	Y	Y	Y	-
Siegel	Matthew D.	5	Y	Y	-	-	-	-	-	-	-	-	-	-	Y	Y
Sinko	Joseph	4	Y	Y	Y	Y	Y	Y	Y	-	Y	Y	Y	Y	Y	-
Snow	Bruce A.	5	Y	-	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	-
Stephen	Richard	6	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	-	Y	-
Strout	Stephen M.	2	Y	Y	Y	-	Y	Y	Y	Y	Y	Y	Y	-	Y	-
Sugrue	Michael J.	5	Y	-	Y	Y	Y	-	Y	Y	Y	Y	Y	Y	-	-
Swartz	Charlotte	5	-	-	-	-	-	-	-	Y	-	Y	Y	Y	Y	-
Taylor	Marc S.	10	-	-	-	-	-	-	-	Y	Y	Y	Y	Y	Y	-
Tutunoy	Gregory W.	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Vabulas	Diane V.	5	Y	Y	-	-	-	-	-	Y	Y	Y	-	-	-	-
Varnum	James	1	<i>app 4/29/14</i>			Y	-	-	-	-	-	-	-	-	-	-
Vitarelli	Gregory R.	8	Y	Y	Y	Y	Y	Y	Y	Y	-	-	Y	Y	-	-
Wheeler	Bancroft R.	10	Y	Y	Y	Y	-	-	-	Y	Y	Y	Y	Y	Y	-
Whitney	Bruce D.	3	-	-	Y	Y	Y	-	-	Y	Y	Y	-	-	-	-
Wirkala	Jennifer Davis	2	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	-	Y	Y	-
Wolschlagler	Linda	7	-	Y	Y	Y	Y	Y	-	Y	Y	Y	Y	Y	Y	-
Yang	Kenneth E.	5	Y	Y	-	-	Y	Y	-	Y	Y	Y	Y	-	-	-
Young	Patrick A.	6	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	-
Zucker	Richard A.	2	Y	Y	-	Y	Y	Y	Y	Y	Y	Y	Y	-	Y	-
Zucker	Susan Mande	2	Y	-	-	Y	Y	Y	Y	Y	-	Y	Y	-	Y	-

**WARRANT
SPRING ANNUAL TOWN MEETING
TOWN OF NATICK
APRIL 8, 2014**

THE COMMONWEALTH OF THE MASSACHUSETTS


The following articles are to be acted upon and determined exclusively by Town Meeting Members in accordance with Chapter 2 of the Acts of 1938 and Amendments thereto and the Town Charter. Town Meeting will meet in the Natick High School Auditorium, Natick on Tuesday Evening April 8, 2014 at 7:30 PM, then and there to act on the articles listed below:

- | | |
|------------|---|
| Article 1 | Appropriate Funds for the Family of Michael McDaniel Jr. |
| Article 2 | Authorize Board of Selectmen to Accept, Obtain, Abandon, Relocate Utility Easements |
| Article 3 | Transfer of Land to Conservation Commission: 0 Bradford Road End |
| Article 4 | Street Acceptance: Portion of Highland Street |
| Article 5 | Street Acceptance: Walnut Hill Drive |
| Article 6 | Shaw Park – Taking by Eminent Domain |
| Article 7 | Adopt MGL Chapter 147, Section 10F: Appointment of Parking Control Officers |
| Article 8 | Amend Town By-Laws: Article 41, Section 1 Regarding Contracts |
| Article 9 | Amend Town By-Laws: Renumber Article 54 (Civil Fingerprinting) to Article 55 |
| Article 10 | Amend Town By-Laws: Ban of Marijuana Cultivation, Treatment Centers |
| Article 11 | Amend Zoning By-Laws: Extend Medical Marijuana Moratorium to 12/31/2014
or Date of Approval of Local By-Law, Whichever is Earlier |
| Article 12 | Amend Zoning By-Laws: Medical Marijuana Treatment Centers |
| Article 13 | Reorganization of Zoning By-Laws: Phase I Document |
| Article 14 | Amend Zoning By-Laws: Flood Plain Amendments |
| Article 15 | Appropriate Fed Ex Mitigation Funds for Design of Route 30/Speen Street Intersection |
| Article 16 | Appropriate MathWorks Lakeside Campus Project Mitigation Funds for the Cochituate Rail Trail Project, Sidewalk Construction on Superior Drive, and Route 30/Speen Street Traffic Engineering Services |
| Article 17 | Committee Article |
| Article 18 | Homeless Student Transportation Subsidy |
| Article 19 | Fiscal 2014 Omnibus Budget Article |
| Article 20 | Elected Officials Salary |
| Article 21 | Personnel Board Classification and Pay Plan |
| Article 22 | Collective Bargaining |
| Article 23 | Fiscal 2015 Omnibus Budget Article |
| Article 24 | Morse Institute Library Fiscal 2015 Budget |
| Article 25 | Bacon Free Library Fiscal 2015 Budget |
| Article 26 | School Bus Transportation Subsidy |
| Article 27 | Stabilization Fund |
| Article 28 | Capital Stabilization Fund |
| Article 29 | Operational/Rainy Day Stabilization Fund |
| Article 30 | Establish Inflow & Infiltration Stabilization Fund |
| Article 31 | Establish One-to-One Technology Stabilization Fund |

Article 32	Other Post-Employment Benefits (OPEB) Fund
Article 33	Establish Revolving Fund: Regional Coalition Tobacco Control Program
Article 34	Re-authorization of Revolving Funds
Article 35	Capital Equipment
Article 36	Capital Improvement
Article 37	Unpaid Bills
Article 38	Rescind Authorized, Unused Debt
Article 39	Board of Assessors: Increase Personal Property Exemptions
Article 40	Amend Zoning By-Laws: Change Classification from I to RG: Pleasant Street
Article 41	Appointment of Committee to Study Electronic Voting by Town Meeting
Article 42	Facilitate Historic Building Preservation in Natick Through Amending Zoning By-Laws
Article 43	Amend Zoning By-Laws: Change Classification from RG to RSA or RSC: Pleasant Street Area
Article 44	Smart Growth Overlay (SGO) District for West Natick
Article 45	Designation of Economic Opportunity Area

An attested copy may be viewed at the following locations: Precinct 1: Reliable Cleaners, 214 West Central Street; Precinct 2: Cole Center, Boden Lane; Precinct 3: Kennedy Middle School, 1 Philip J. Lucier Drive ; Precinct 4: TCAN, 14 Summer Street; Precinct 5: Wilson Middle School, 24 Rutledge Road; Precinct 6: East Natick Fire Station, 2 Rhode Island Avenue; Precinct 7: Lilja Elementary School, 41 Bacon Street; Precinct 8: Natick Senior High School, 15 West Street; Precinct 9: Community Senior Center, 117 East Central Street and Precinct 10: Memorial School, 107 Eliot Street; Natick Town Hall, 13 East Central Street, and the Natick U.S. Post Office, Bacon Free Library and Morse Institute Library.

Certified copies of the Warrant are available at the Office of the Town Clerk, Natick Town Hall, 13 East Central St., Natick, MA between the hours of 8:00 AM – 5:00 PM, Monday through Wednesday; 8:00 AM-8:00 PM on Thursday, and 8:00 AM-12:30 PM Friday and at the Town web site www.natickma.gov.



Nicholas S. Mabardy, Clerk

2014 Spring Annual Town Meeting
Fine and Performing Arts Center
Natick High School
April 8, 2014
First Session

The First Session of the 2014 Spring Annual Town Meeting was called to order at 7:37 PM by the Town Moderator, Frank W. Foss, who declared a quorum present. The Moderator welcomed residents, taxpayers, town officials, Town Meeting Members and interested parties to the First Session of 2014 Spring Annual Town Meeting. Mr. Foss presented the official, duly posted warrant signed by the Board of Selectmen with the officer's return thereon to the Town Clerk to be entered into the official record of the town. The Moderator asked that all recently elected or appointed members of Town Meeting stand to take the oath of office. The oath was given to all new Town Meeting Members. All members and the audience stood for the Pledge of Allegiance and a moment of silence in recognition of all the men and women serving on our behalf throughout the world and for Michael McDaniel, a Natick employee who died in the line of duty.

The Moderator introduced the officials present on the stage and in the well of the auditorium. The following people were present: Diane Packer, Town Clerk; Jonathan Freedman, Finance Committee Chair; James Everett, Finance Committee Secretary; Martha White, Town Administrator; John Flynn, Town Counsel; and Joshua Ostroff, Chair of the Board of Selectmen.

The Moderator reviewed the general rules and procedures of Town Meeting. He indicated that all residents and taxpayers of the town and town officers and employees, whether or not residents, have the same right to speak as Town Meeting Members; however they do not have the right to submit motions for consideration at Town Meeting, nor vote on any matter before Town Meeting. Non-residents may only speak at Town Meeting after approval by Town Meeting Members. The proceedings of Town Meetings shall be governed by **Town Meeting Time**, the Town of Natick Home Rule Charter, the Natick By-Laws and the General Laws of the Commonwealth of Massachusetts.

All motions offered for consideration by Town Meeting shall be in writing if required by the Moderator; and all motions involving the expenditure of money shall be in writing when required by any Town Meeting Member. No person shall speak upon any article more than once when any other person desires to be heard, nor more than twice on the same question without permission of Town Meeting; and no person shall speak more than ten (10) minutes at one time without permission of Town Meeting. Consistent with the Natick By-Laws, once a member is recognized, it is the practice of Town Meeting to first ask questions, then propose a motion and/or debate the highest ranking motion. This practice is unchanged. Once a speaker is called upon by the Moderator the speaker's time will begin. Time expended asking questions will be considered part of the speaker's time, pursuant to the Natick By-Laws. Responses to the speaker's question will not be considered part of the speaker's requisite time. Each speaker will be limited to three questions, whether or not they are stated singularly or in a compound question and divided by the Moderator. When a question on an article is before Town Meeting, motions shall be received and have precedence as listed in the table entitled "Precedence of Motions," found in the Natick By-Laws, the Town Meeting Member Handbook and **Town Meeting Time**. Any person having a monetary or equitable interest in any matter under discussion at a Town Meeting, and any person employed by another having such an interest, shall disclose the fact of his/her interest or employment before speaking on the matter. The motion for the previous question shall not be entertained by the Moderator if three or more persons, who have not previously spoken to the question, are seeking recognition. By rule, indefinite postponement shall be considered a negative main motion and may be entered by the Moderator whenever any main motion

or subsidiary motion is in order. This shall not change the order of precedence of motions as specified in Article 3, Section 6 of our By-Laws or any other practice regarding indefinite postponement as specified in our Charter, the Natick By-Laws or **Town Meeting Time**. Without objection, the preceding statements were accepted as rules of 2014 Spring Annual Town Meeting.

The Moderator suggested a motion to waive the reading of articles and motions. Moved by Mr. Freeman, seconded by Mr. Gath to waive reading the text of all 2014 Spring Annual Town Meeting warrant articles and move to waive reading the text of motions, excluding the amounts to be appropriated and sources of said amounts to be appropriated when motions are provided in the text of Recommendations of the Natick Finance Committee publications. **The motion passed unanimously.**

The Moderator made several announcements regarding upcoming community wide events and volunteer opportunities.

Mr. Ostroff rose to offer a procedural motion. Mr. Ostroff moved, seconded by Mr. Glater that when Town Meeting adjourn on Thursday, April 10 that it next convene on Tuesday, April 29. Mr. Ostroff recognized that Tuesday, April 15 is the second night of Passover and Thursday, April 17 is Holy Thursday and that members may not be able to attend. In addition, the following week is school vacation week and the body does not usually meet. **The motion passed unanimously.**

Mr. Conaway rose to offer a resolution honoring the Natick High School Earth Club. Mr. Conaway moved the following resolution be accepted and entered into the record:

WHEREAS, Since 2009 the Natick High School Earth Club has participated in innumerable clean-up projects in Natick parks, open spaces and other areas throughout the community in collaboration with community groups including Big Heart Little Feet, led by B. Patrick Conaway, to whom the 2010 Annual Town Report was dedicated, and

WHEREAS, under the direction of faculty advisor Susan Haverstick, the Earth Club such clean-up projects included the upper Charles River, several Dug Pond efforts including the shoreline, the notorious “Mud Lot” and Campus Drive, and the hard and tedious work of sweeping broken glass from the summit of Coolidge Hill, and

WHEREAS, In the past three year years, under the direction of faculty advisor Doug Milch, the Earth Club has distinguished itself through the development of formidable student leaders, including past President Samantha Prim, current President Raghu Bhardwaj, and Vice President Linda Nguyen, among many others, and

WHEREAS, One could not overestimate the contributions of these young residents and many others, some of whom have participated in over two dozen efforts since their freshman year, and

WHEREAS, Members of the Earth Club have led eight additional clean-ups of Dug Pond and “Blueberry Island,” four more “big sweeps” of the Coolidge Hill Summit, three times raked leaves and picked up trash for the Natick Housing Authority at West Hill Park and Cedar Gardens, twice helped build the Recycle Buddy Bins located at parks and open spaces throughout the community, twice worked for a full day with Town Trails Committees on Natick Trails Day, and

WHEREAS, Members of the Earth Club have been key players in promoting and reviving the Natick Earth Day Festival and have coordinated children’s activities and sold earth-friendly items to raise funds for their initiatives, an

WHEREAS, the NHS Earth Club has established itself as the authentic “Steward of Dug Pond,” and

WHEREAS, with community donations, the Earth Club purchased two canoes, paddles, and life vests to better facilitate their clean-up efforts in the Town’s waterways.

NOW, THEREFORE, The Town of Natick recognizes and expresses its great appreciation to the Natick High School Earth Club for its many efforts to heal the earth and continuously give back to the community.

Mr. Conaway introduced the current President of NHS Earth Club, Raghu Bhardwaj, and Mr. Doug Milch, the current faculty advisor.

Ms. Salamoff moved, seconded by Mr. Freedman, to waive the reading of the motion. **The motion to waive the reading passed unanimously. The motion to accept the resolution as presented by Mr. Conaway passed unanimously.**

Mr. Golden rose to offer a Resolution in Remembrance of Ronald V. Ordway,
A Citizen of the Town Of Natick.

Moved by Mr. Golden, seconded by Mr. Glater: Let it be resolved that we, the members of Natick Town Meeting, deeply mourn the loss of our dear friend and fellow member Ronald V. (Ron) Ordway, whose dedication to his community, state and country was profound in both duration and extent. A native of the town and a decorated veteran of World War II, he received the Bronze Star for bravery under fire. Having wed his beloved wife Nora, who survives him, before leaving for the war, he returned to begin a family that eventually numbered nine children. In their mature years, like their father, they too contributed generously to the life of the town.

From his tenure as a town meeting member, inclusive of more terms than anyone can seem to remember, to his role in producing the Fourth of July Parade in the 1960s and ‘70s, to over 50 years of service in elected positions, Ron gave and gave and gave. In particular, Ron’s lengthy tenure on the Parks & Recreation Commission, where he has been succeeded by one of his sons, is notable.

To recite the list of elected, appointed and voluntary positions that Ron assumed, or to recite his honors and commendations, would take up a fair portion of an evening, but one affiliation of his stands out. Ron was a founder and for decades a board member of “The Open Door.” This community supper, held once a week through much of the year, was Ron’s delight. To feed the hungry, to foster friendship and happy times, surely these can be counted as blessed duties. That Ron fulfilled them with the keenest pleasure virtually to the end of his life speaks to a heart the equal of his soul.

Thousands have been nourished and supported in so many ways through the unstinting generosity and spirit of Ronald V. Ordway, who having passed on at the age of 90 was a great American and the patriarch of a family and town that will remember him always as the soul of the community.

Rest in peace, friend; your life was a gift to us all.

Ms. Sidney moved, seconded by Mr. Gath, to waive the reading of the motion. **The motion to waive the reading of the motion passed unanimously. The motion to accept the resolution as presented by Mr. Golden passed unanimously.**

**ARTICLE 1: Appropriate Funds for the Family of Michael McDaniel, Jr.
(Town Administrator)**

To see if the Town will vote to appropriate the sum of \$100,000 to be given to the widow of Michael McDaniel Jr., long time employee of the Town of Natick Department of Public Works, killed in the line of duty on February 4, 2014; or otherwise act thereon.

Finance Committee Recommendation: *By a vote of 10-0-0 on February 18, 2014, the Finance Committee recommends Favorable Action with regard to the subject of Article 1.*

MOTION (requires majority vote):

Moved by Mr. Everett, seconded by Mr. Kiggen that the Town vote to appropriate from Free Cash the sum of \$100,000 to be deposited in a “529 Educational Savings Plan” said Plan to be held in the name of The Kathleen McDaniel, Educational Trust, Kathleen McDaniel being the widow of Michael McDaniel Jr., long time employee of the Town of Natick Department of Public Works, killed in the line of duty on February 4, 2014; said fund to be administered by co-trustees Kathleen McDaniel and the Treasurer of the Town of Natick, MA; and said funds, including interest, to be used for the sole purpose of funding post-secondary educational costs for Caroline McDaniel, daughter of Kathleen McDaniel and the late Michael McDaniel Jr.; provided, however, that in the event that Caroline McDaniel does not commence post-secondary education by her 25th birthday, all funds in said 529 Educational Savings Plan, including interest, shall revert to the Town of Natick.

Ms. White spoke to the article. **The main motion under Article 1 passed unanimously.** Ms. White recognized Mr. Spurling, who was injured during the same accident at this time and announced that there would be a benefit for him on Friday, April 19, 2014.

ARTICLE 2: Authorize Board of Selectmen to Accept, Obtain, Abandon, Relocate Utility Easements (Board of Selectmen)

To see if the Town will vote to authorize the Board of Selectmen, during Fiscal Year 2015, to acquire on behalf of the Town any and all easements for any of the following purposes: roads, sidewalks, vehicular and/or pedestrian access or passage, drainage and utilities; and to abandon or relocate easements acquired for any of the foregoing purposes; or otherwise act thereon.

Finance Committee Recommendation: *By a vote of 8-0-4 on February 27, 2014, the Finance Committee recommends Favorable Action with regard to the subject of Article 2.*

MOTION (requires two-thirds vote):

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to authorize the Board of Selectmen, during Fiscal Year 2015, to acquire on behalf of the Town any and all easements for any of the following purposes: roads, sidewalks, vehicular and/or pedestrian access or passage, drainage and utilities, provided however that such authorization pertains only to easements acquired at no cost to the Town; and further, to authorize the Board of Selectmen, during Fiscal Year 2015, to abandon or relocate easements acquired for any of the foregoing purposes, provided however that such authorization shall not pertain to easements acquired by eminent domain.

Ms. White spoke to this article. Mr. Munnich moved, seconded by Ms. Coughlin to insert in line five (5) after the word ‘Selectmen,’ the words “subsequent to a Public Hearing.” **The amendment passed by majority vote. The amended main motion passed by a two-thirds vote.**

Mr. Ostroff moved, seconded by Mr. Jennett to move postponement of Article 3 until the first order of business on Thursday, April 10. **The motion to postpone Article 3 until the first order of business on Thursday, April 10 passed unanimously.**

ARTICLE 4: Street Acceptance: Portion of Highland Street (Board of Selectmen)

To see if the Town will vote to accept a portion of Highland Street as a public way, and any appurtenant easements thereto, as laid out by the Board of Selectmen and as shown on a plan or plans, a copy of which is on file in the office of the Town Clerk; to see if the Town will vote to authorize the Board of Selectmen to acquire by gift, purchase, eminent domain or otherwise, easements in any land necessary for laying out and acceptance of a portion of Highland Street, and any appurtenant drainage, utility or other easements related to said Highland Street, and/or to accept grants thereof; and, further, to authorize the Board of Selectmen and other applicable Town of Natick boards and personnel to take all related actions necessary or appropriate to accomplish the purposes of this Article; or otherwise act thereon.

Finance Committee Recommendation: *By a vote of 14-0-0 on March 4, 2014, the Finance Committee recommends Favorable Action with regard to the subject of Article 4.*

MOTION (requires two-thirds vote):

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to accept a portion of Highland Street, extending easterly approximately 492 feet from its intersection with Middle Street, as a public way, and any appurtenant easements thereto, as laid out by the Board of Selectmen and as shown on a plan or plans, a copy of which is on file in the office of the Town Clerk; to authorize the Board of Selectmen to acquire by gift, purchase, eminent domain or otherwise, easements in any land necessary for laying out and acceptance of said portion of Highland Street, and any appurtenant drainage, utility or other easements related to said portion of Highland Street, and/or to accept grants thereof; and, further, to authorize the Board of Selectmen and other applicable Town of Natick boards and personnel to take all related actions necessary or appropriate to accomplish the purposes of this Article.

Mr. Coviello spoke to Articles 4 and 5 together. **The main motion under Article 4 passed by a two-thirds vote.**

ARTICLE 5: Street Acceptance: Walnut Hill Drive (Board of Selectmen)

To see if the Town will vote to accept Walnut Hill Drive as a public way, and any appurtenant easements thereto, as laid out by the Board of Selectmen and as shown on a plan or plans, a copy of which is on file in the office of the Town Clerk; to see if the Town will vote to authorize the Board of Selectmen to acquire by gift, purchase, eminent domain or otherwise, easements in any land necessary for laying out and acceptance of Walnut Hill Drive, and any appurtenant drainage, utility or other easements related to said Walnut Hill Drive, and/or to accept grants thereof; and, further, to authorize the Board of Selectmen and other applicable Town of Natick boards and personnel to take all related actions necessary or appropriate to accomplish the purposes of this Article; or otherwise act thereon.

Finance Committee Recommendation: *By a vote of 14-0-0 on March 4, 2014, the Finance Committee recommends Favorable Action with regard to the subject of Article 5.*

MOTION (requires two-thirds vote):

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to accept Walnut Hill Drive as a public way, and any appurtenant easements thereto, as laid out by the Board of Selectmen and as shown on a plan or plans, a copy of which is on file in the office of the Town Clerk; to authorize the Board of

Selectmen to acquire by gift, purchase, eminent domain or otherwise, easements in any land necessary for laying out and acceptance of Walnut Hill Drive, and any appurtenant drainage, utility or other easements related to said Walnut Hill Drive, and/or to accept grants thereof; and, further, to authorize the Board of Selectmen and other applicable Town of Natick boards and personnel to take all related actions necessary or appropriate to accomplish the purposes of this Article.

The main motion under Article 5 passed unanimously.

ARTICLE 6: Shaw Park – Taking by Eminent Domain (Board of Selectmen)

To see if the Town will vote to authorize the Board of Selectmen to acquire on behalf of the Town by eminent domain, pursuant to Chapter 79 of the Massachusetts General Laws or other applicable law, a fee interest in the property known as Shaw Park, located at 53 Eliot Street, Natick, MA, said property being shown as Parcel 61 on Town of Natick Assessors’ Map No. 63, and containing approximately 34,228 square feet; the purpose of said eminent domain taking is to acquire clear title to said property, given that there appears to be no deed or other instrument on record conveying title to the Town of Natick, notwithstanding the vote of the March, 1934 Town Meeting under Article 33 to accept said property as a gift from Isabella P. Shaw; provided that no damages shall be awarded for said eminent domain taking; or otherwise act thereon.

Finance Committee Recommendation: *By a vote of 12-0-1 on March 11, 2014, the Finance Committee recommends **Favorable Action** with regard to the subject of Article 6.*

MOTION (requires two-thirds vote):

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to authorize the Board of Selectmen to acquire on behalf of the Town by eminent domain, pursuant to Chapter 79 of the Massachusetts General Laws or other applicable law, a fee interest in the property known as Shaw Park, located at 53 Eliot Street, Natick, MA, said property being shown as Parcel 61 on Town of Natick Assessors’ Map No. 63, and shown on a plan entitled Plan of Land in Natick, Mass, Owned by Inhabitants of the Town of Natick, dated March 13, 2014, prepared by Sullivan Surveying Company LLC, 209 West Central Street Natick, Mass; the purpose of said eminent domain taking is to acquire clear title to said property, which property was accepted as a gift from Isabella P. Shaw by the March, 1934 Town Meeting under Article 33 provided that, consistent with the 1934 Town Meeting action, the taking of the property shall be for park purposes and provided further that no damages shall be awarded for said eminent domain taking.

Ms. White spoke to the article. Moved by Mr. Munnich, seconded by Mr. Pierce to amend Article 6 by inserting in line ten (10) after the words “park purposes” the following “as subject to Article 97 of the Amendments of the Constitution of the Commonwealth of Massachusetts,” Discussion ensued on the amendment. **A vote was taken and the Moderator announced that the vote would be counted. The amendment prevailed 88 to 37.**

Mr. Griesmer moved, seconded by Mr. Munnich to delete the words “shown as Parcel 61 on the Town of Natick Assessors’ Map No. 63, and.” **The amendment to the amended motion failed.**

The amended main motion under Article 6 passed unanimously.

ARTICLE 7: Adopt MGL Chapter 147, Section 10F: Appointment of Parking Control Officers (Board of Selectmen)

To see if the Town will vote to accept the provisions of Massachusetts General Law Chapter 147, Section

10F, to authorize the Board of Selectmen to appoint parking control officers who shall have only those powers and duties conferred or imposed on police officers by MGL Chapter 90, Section 20A or 20A½; or otherwise act thereon.

Finance Committee Recommendation: *By a vote of 12-0-0 on March 6, 2014, the Finance Committee recommends **Favorable Action** with regard to the subject of Article 7.*

MOTION (requires majority vote):

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to accept the provisions of Massachusetts General Law Chapter 147, Section 10F, to authorize the Board of Selectmen to appoint parking control officers who shall have only those powers and duties conferred or imposed on police officers by MGL Chapter 90, Section 20A or 20A½.

Chief Hicks spoke to this article. **The main motion under Article 7 passed by majority vote.**

ARTICLE 8: Amend Town By-Laws: Contracts (Town Administrator)

To see if the Town will vote to amend the first paragraph of Article 41, Section 1 of the Town By-Laws as follows.

1. In the first sentence, delete "Chapter 7" and insert in its place "Chapter 7C".
2. In the second sentence, delete the word "consulting". As amended, the first paragraph of Chapter 41, Section 1 would read:

"The award of all contracts for the purchase of services, equipment, supplies or materials for all departments of the Town of Natick shall be made in accordance with Mass. Gen. Laws Chapter 30B; Chapter 30 Section 39M; Chapter 7C, Chapter 149; or other applicable law, as may be amended. Administrative policies and/or procedures shall be established by the Town Administrator and the Superintendent of Schools as appropriate. Such policies and/or procedures shall, at a minimum, identify the municipal officials having the authority to legally bind the Town in a contract. Such policies shall prescribe procurement procedures for architectural and engineering services for which no procurement process is required by applicable Massachusetts law"; or otherwise act thereon.

Finance Committee Recommendation: *By a vote of 10-0-0 on February 18, 2014, the Finance Committee recommends **Favorable Action** with regard to the subject of Article 8.*

MOTION (requires majority vote):

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to amend the first paragraph of Article 41, Section 1 of the Town By-Laws as follows.

1. In the first sentence, delete "Chapter 7" and insert in its place "Chapter 7C".
2. In the fourth sentence, delete the word "consulting" such that, as amended, the first paragraph of Chapter 41, Section 1 would read:

"The award of all contracts for the purchase of services, equipment, supplies or materials for all departments of the Town of Natick shall be made in accordance with Mass. Gen. Laws Chapter 30B; Chapter 30 Section 39M; Chapter 7C; Chapter 149; or other applicable law, as may be amended. Administrative policies and/or procedures shall be established by the Town Administrator and the Superintendent of Schools as appropriate. Such policies and/or procedures shall, at a minimum, identify the municipal officials having the authority to legally bind the Town in a contract. Such policies shall

prescribe procurement procedures for architectural and engineering services for which no procurement process is required by applicable Massachusetts law.”

The main motion under Article 8 passed unanimously.

ARTICLE 9: Amend Town By-Laws: Renumber Article 54 (Civil Fingerprinting) to Article 55 (Town Administrator)

To see if the Town will vote to amend the Town of Natick By-Laws by renumbering the Civil Fingerprinting By-Law to be Article 55; this By-Law was voted at the 2013 Spring Annual Town Meeting under Article 40 to be inserted into the Town By-Laws as Article 54 whereas it should have been voted as By-Law Article 55; or otherwise act thereon.

Finance Committee Recommendation: *By a vote of 10-0-0 on February 18, 2014, the Finance Committee recommends Favorable Action with regard to the subject of Article 9.*

MOTION (requires majority vote):

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to amend the Town of Natick By-Laws by renumbering the Civil Fingerprinting By-Law to be Article 55; this By-Law was voted at the 2013 Spring Annual Town Meeting under Article 40 to be inserted into the Town By-Laws as Article 54 whereas it should have been voted as By-Law Article 55.

Ms. White spoke to this article. **The main motion under Article 9 passed unanimously.**

ARTICLE 10: Amend Town By-Laws: Ban of Marijuana Cultivation, Treatment Centers (Bruce A. Snow, et al)

To see if the Town will vote to amend Article 50 of the Town of Natick By-Laws as follows:

Insert the following new section between Sections 14b and 15:

Section 14c Medical marijuana Treatment Center(s) and Marijuana Cultivation Regulated by a Complete Ban

Notwithstanding the passage of Chapter 369 of the Acts of 2012, “An Act for the Humanitarian Medical Use of Marijuana” (question 3 on the November 2012 Massachusetts ballot), medical marijuana treatment center(s) and marijuana cultivation are both regulated in the town of Natick by a complete ban.

“Medical Marijuana Treatment Center(s)” (per 105 C.M.R. 725.004) shall be defined as a not-for-profit business engaged in the acquisition, cultivation, distribution, possession, processing, sale, transference, or transportation of marijuana or tetrahydrocannabinol to the general public, patients, or their caregivers for an implied or stated medical purpose.

“Marijuana Cultivation” shall be defined as the improvement and preparation of soil, or use of aquiculture or other method, for the raising of a marijuana plant or crop

Finance Committee Recommendation: *By a vote of 12-0-0 on March 6, 2014, the Finance Committee recommends No Action with regard to the subject of Article 10.*

MOTION (requires majority vote):

Moved by Mr. Snow, seconded by Ms. Foss that the Town vote to amend Article 50 of the Town of Natick By-Laws as follows:

Insert the following new section between Sections 14b and 15:

Section 14c Medical Marijuana Treatment Center(s) and Marijuana Cultivation Regulated by a Complete Ban.

Notwithstanding the passage of Chapter 369 of the Acts of 2012, "An Act for the Humanitarian Medical Use of Marijuana" (question 3 on the November 2012 Massachusetts ballot), medical marijuana treatment center(s) and marijuana cultivation are both regulated in the town of Natick by a complete ban.

"Medical Marijuana Treatment Center(s)" (per 105 C.M.R. 725.004) shall be defined as a not-for-profit business engaged in the acquisition, cultivation, distribution, possession, processing, sale, transference, or transportation of marijuana or tetrahydrocannabinol to the general public, patients, or their caregivers for an implied or stated medical purpose.

"Marijuana Cultivation" shall be defined as the improvement and preparation of soil, or use of aquiculture or other method, for the raising of a marijuana plant or crop.

Mr. Snow spoke to this article. Moved by Mr. Sidney, seconded by Mr. Coffey that Town Meeting vote indefinite postponement on this article. Discussion continued on both the positive main motion as well as indefinite postponement. **The motion to indefinitely postpone action on this article prevailed.**

ARTICLE 11: Amend Zoning By-Laws: Extend Medical Marijuana Moratorium to 12/31/2014 or Date of Approval of Local By-Law, Whichever is Earlier (Town Administrator)

To see if the Town will vote to amend Section III-J of the Natick Zoning By-Laws, entitled Temporary Moratorium on Medical Marijuana Treatment Centers, added by vote of the 2013 Natick Spring Annual Town Meeting under Article 39, by adding a reference to the regulations issued by the Massachusetts Department of Public Health effective January 1, 2013, by adding a reference to registered marijuana dispensaries, and by extending the expiration date of the temporary moratorium from June 30, 2014 to December 31, 2014, or until the effective date of approval by the Massachusetts Attorney General of a Zoning By-Law amendment to regulate registered marijuana dispensaries voted by Natick Town Meeting, whichever is earlier; or otherwise act thereon.

Finance Committee Recommendation: *By a vote of 12-0-0 on March 6, 2014, the Finance Committee recommends **Favorable Action** with regard to the subject of Article 11.*

MOTION (requires two-thirds vote):

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to amend Section III-J of the Natick Zoning By-Laws, entitled TEMPORARY MORATORIUM ON MEDICAL MARIJUANA TREATMENT CENTERS, added by vote of the 2013 Spring Annual Town Meeting under Article 39, as follows:

1. In Section 1, second sentence, delete "is required to issue regulations regarding implementation within 120 days of the law's effective date" and insert in its place "subsequently issued final regulations regarding implementation of the law, which the Town is currently considering as part of addressing related zoning issues."

2. In Section 1, fourth sentence, delete "are expected to."

3. In Section 2, insert the current definition of Medical Marijuana Treatment Center, set forth in 105 CMR 725.004.

4. In Section 3, second sentence, delete "June 30, 2014" and insert in its place "December 31, 2014, or the date of final approval by the Massachusetts Attorney General of an amendment to the Natick Zoning By-Laws which regulates Medical Marijuana Treatment Centers, whichever date occurs earlier."

As amended, Section III-J would read:

“SECTION III-J TEMPORARY MORATORIUM ON MEDICAL MARIJUANA TREATMENT CENTERS

1. PURPOSE

By vote at the State election on November 6, 2012, the voters of the Commonwealth approved a law regulating the cultivation, distribution, possession and use of marijuana for medical purposes. The law became effective on January 1, 2013 and the Massachusetts Department of Public Health subsequently issued final regulations regarding implementation of the law, which the Town is currently considering as part of addressing related zoning issues. Currently under the Zoning By-Laws, a medical marijuana treatment center is not defined and is not a permitted use in the Town. Any regulations promulgated by the Massachusetts Department of Public Health provide guidance to the Town in regulating medical marijuana, including medical marijuana treatment centers. The regulation of medical marijuana raises novel and complex legal, planning, public safety and public health issues. The Town needs time to study and consider the regulation of medical marijuana treatment centers and to address such novel and complex issues, as well as to address the potential impact of the State regulations on local zoning and to undertake a planning process to consider amending the Zoning By-Laws regarding regulation of medical marijuana treatment centers and other uses related to the regulation of medical marijuana. A temporary moratorium on the use of land and structures in the Town for medical marijuana treatment centers will allow sufficient time for the Town to conduct a comprehensive planning process to address zoning issues related to this use and to enact bylaws in a manner consistent with sound land use planning goals and objectives.

2. DEFINITION

“Medical marijuana treatment center” shall mean a “not-for-profit entity registered under 105 CMR 725.100, to be known as a registered marijuana dispensary (RMD), that acquires, cultivates, possesses, processes (including development of related products such as edible MIP’s, tinctures, aerosols, oils or ointments), transfers, transports, sells, distributes, dispenses, or administers marijuana, products containing marijuana, related supplies, or educational materials to qualifying patients or their personal caregivers. Unless otherwise specified, RMD refers to the site(s) of dispensing, cultivation, and preparation of marijuana”.

3. TEMPORARY MORATORIUM

For the reasons set forth above and notwithstanding any other provision of the Zoning By-Laws to the contrary, the Town hereby adopts a temporary moratorium on the use of land or structures for a medical marijuana treatment center. The moratorium shall be in effect through December 31, 2014, or the date of final approval by the Massachusetts Attorney General of an amendment to the Natick Zoning By-Laws which regulates Medical Marijuana Treatment Centers, whichever date occurs earlier. During the moratorium period, the Town shall undertake a planning process to address the potential impacts of medical marijuana and of medical marijuana treatment facilities in the Town, shall consider the Massachusetts Department of Public Health regulations regarding medical marijuana treatment centers and related uses, and shall consider adopting new zoning by-laws to address the impact and operation of medical marijuana treatment centers and related uses.

Mr. Reffett spoke to this article.

The main motion under Article 11 passed by a two-thirds vote.

**ARTICLE 12: Amend Zoning By-Laws: Medical Marijuana Treatment Centers
(Town Administrator)**

To see if the Town will vote to amend the Zoning By-Laws by adding a new Section 323.8, Registered Marijuana Dispensaries, as follows.

“323.8 Registered Marijuana Dispensaries.

323.8.1 *Purposes*

To provide for the establishment of registered marijuana dispensaries in appropriate places and under conditions in accordance with the passage of Chapter 369 of the Acts of 2012, an Act for the Humanitarian Medical Use of Marijuana. See also Appendix Sections 1-1, et seq., to Chapter 94C of the Massachusetts General Laws.

To minimize the adverse impacts of registered marijuana dispensaries on adjacent properties, residential neighborhoods, schools and other places where children congregate, local historic districts, and other land uses potentially incompatible with said dispensaries.

To regulate the siting, design, placement, security, safety, monitoring, modification, and removal of registered marijuana dispensaries.

323.8.2 *Applicability*

The commercial cultivation (unless it meets the requirements for an agricultural exemption under Chapter 40A, Section 3 of the Massachusetts General Laws), production, processing, assembly, packaging, retail or wholesale sale, trade, distribution or dispensing of marijuana for medical use is prohibited unless allowed by special permit as a registered marijuana dispensary under Chapter 40A, Section 9 of the Massachusetts General Laws and this Section 323.8.

No registered marijuana dispensary shall be established except in compliance with the provisions of this Section 323.8.

Nothing in this By-Law shall be construed to supersede federal and state laws governing the sale and distribution of narcotic drugs.

323.8.3 *Definitions*

"Debilitating medical condition" shall mean cancer, glaucoma, positive status for human immunodeficiency virus, acquired immune deficiency syndrome (AIDS), hepatitis C, amyotrophic lateral sclerosis (ALS), Crohn's disease, Parkinson's disease, multiple sclerosis and other conditions as determined in writing by a qualifying patient's physician.

"Marijuana" shall have the same meaning given as "marihuana" in Chapter 94C of the Massachusetts General Laws.

"Marijuana for medical use" shall mean marijuana that is designated and restricted for use by, and for the benefit of, qualifying patients in the treatment of debilitating medical conditions.

Registered marijuana dispensary" shall mean a not-for-profit entity, as defined by Massachusetts law only, registered under Chapter 369 of the Acts of 2012, that acquires, cultivates, possesses, processes (including development of related products such as food, tinctures, aerosols, oils, or ointments), transfers, transports, sells, distributes, dispenses, or administers marijuana, products containing marijuana, related supplies, or educational materials to qualifying patients or their personal caregivers.

323.8.4 *General Requirements and Conditions*

323.8.4.1 Registered marijuana dispensaries, other than agricultural operations meeting the requirements for an exemption under Chapter 40A, Section 3 of the Massachusetts General Laws, may be allowed in the RC District by special permit issued by the Planning Board provided that the registered marijuana dispensary meets the requirements of this Section

323.8.

323.8.4.2 No registered marijuana dispensary shall be located on land in the RC District in which the underlying zoning is Highway Mixed Use III (HM III).

323.8.4.3 No registered marijuana dispensary shall be located within five hundred (500) feet of any other promises containing a registered marijuana dispensary.

323.8.4.4 No registered marijuana dispensary shall be located in any premises for which an alcoholic beverages license has been issued.

323.8.4.5 No registered marijuana dispensary shall be located inside a building containing residential units, including single family housing, multi-family housing, and transient housing such as motels and dormitories, or inside a movable or mobile structure such as a van or truck.

323.8.4.6 No registered marijuana dispensary shall be located in a building that contains the office of any medical doctor or the office of any other professional practitioner authorized to prescribe the medical use of marijuana.

323.8.4.7 All registered marijuana dispensaries shall be contained within a building or structure.

323.8.4.8 No registered marijuana dispensary shall be located on a lot which is located within three hundred (300) feet of a Town of Natick boundary line, or a residential zoning district boundary line, or a house of worship, or a school, playground or day care facility.

323.8.4.9 No registered marijuana dispensary shall have a gross floor area of less than two thousand five hundred (2,500) square feet or in excess of twenty thousand (20,000) square feet.

323.8.4.10 The hours of operation of registered marijuana dispensaries shall be set by the Planning Board, but in any event no registered marijuana dispensary shall be open and/or operating between the hours of 8:00 PM and 8:00 AM.

323.8.4.11 No smoking, burning or consumption of any product containing marijuana or marijuana-related products shall be permitted on the premises of a registered marijuana dispensary.

323.8.4.12 Signage for the registered marijuana dispensary shall include the following language: "Registration card issued by the MA Department of Public Health required". The required text shall be a minimum of two (2) inches in height.

323.8.4.13 Registered marijuana dispensaries shall provide the Natick Police Department, Natick Board of Health, Natick Building Commissioner, and Natick Planning Board with the names, phone numbers and email addresses of all management staff and keyholders to whom the Town of Natick can provide notice if there are emergencies or operating problems associated with the registered marijuana dispensary.

323.8.5 *Special Permit Requirements*

323.8.5.1 A special permit for a registered marijuana dispensary shall be limited to one (1) or more of the following uses: cultivation of marijuana for medical use;

processing and packaging of marijuana for medical use, including marijuana that is in the form of smoking materials, food products, oils, aerosols, ointments, and other products; or retail sale or distribution of marijuana for medical use to qualifying patients.

323.8.5.2 An application for a special permit for a registered marijuana dispensary shall include the following: the location of the proposed registered marijuana dispensary, including the street address, and the floors(s) and unit number(s) to be occupied;

the proposed use of the subject registered marijuana dispensary; the name and address of each owner of the registered marijuana dispensary; copies of all required licenses and permits issued to the applicant by the Commonwealth of Massachusetts and any of its agencies for the registered marijuana dispensary; evidence of the applicant's right to use the proposed site for the registered marijuana dispensary, such as a lease or consent of the property owner;

if the applicant is a business organization, a statement under oath disclosing all of its owners, shareholders, partners, members, managers, directors, and officers, and their addresses. If any of the above are entities rather than persons, the applicant must disclose the identity of the owners of such entities; a certified list of all parties in interest entitled to notice of the hearing for the special permit application, taken from the most recent Town of Natick tax list and certified by the Town of Natick Assessor; and proposed security measures for the registered marijuana dispensary, including lighting, fencing, gates, surveillance equipment, alarms, etc., to ensure the safety of persons and to protect the premises from theft.

323.8.5.3 Mandatory Findings

In addition to the findings otherwise required by law for issuance of a special permit, the Planning Board shall not issue a special permit for a registered marijuana dispensary unless it finds that: the registered marijuana dispensary demonstrates that it shall meet all the permitting requirements of all applicable agencies within the Commonwealth of Massachusetts and shall be in compliance with all applicable state laws and regulations; and the applicant has satisfied all of the conditions and requirements of this Section 323.8.

323.8.5.4 Term

A special permit granted under this Section 323.8 shall have a term limited to the duration of the applicant's ownership of, or leasehold interest in, the premises as a registered marijuana dispensary. A special permit may be transferred only with the approval of the Planning Board in the form of an amendment to the special permit with all information required in this Section

323.8.5.5 Annual Reporting. Each registered marijuana dispensary permitted under this By-Law shall as a condition of its special permit file an annual report with the Natick Board of Health, the Natick Community Development Department, and the Natick Town Clerk no later than January 31st, providing a copy of all current applicable state licenses for the registered marijuana dispensary and/or its owners and demonstrating continued compliance with the conditions of the special permit.

323.8.5.6 Abandonment or Discontinuance of Use

323.8.5.6.1 A special permit issued under this Section 323.8 shall lapse if not exercised within one (1) year of issuance.

323.8.5.6.2 A registered marijuana dispensary shall be required to remove all plants, equipment, supplies and materials related to the registered marijuana dispensary: prior to surrendering its state issued licenses or permits; or within three (3) months of ceasing operations; whichever comes first.

323.8.6 Invalidity: If any provision of this Section 323.8 or the application of any such provision to any person or circumstance shall be determined to be invalid or enforceable by final judgment or order of a court of competent jurisdiction, the remainder of this Section 323.8 shall continue in effect, to the extent permitted by law; or otherwise act thereon.

Finance Committee Recommendation: *By a vote of 8-1-1 on March 18, 2014, the Finance Committee recommends **Favorable Action** with regard to the subject of Article 12.*

MOTION (requires two-thirds vote):

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to amend the Zoning By-Laws by adding a new Section 323.8, Registered Marijuana Dispensaries, as follows.

“323.8 Registered Marijuana Dispensaries.

323.8.1 Purposes

To provide for the establishment of Registered Marijuana Dispensaries in appropriate places and under conditions in accordance with the passage of Chapter 369 of the Acts of 2012, an Act for the Humanitarian

Medical Use of Marijuana. See also Appendix Sections 1-1, et seq., to Chapter 94C of the Massachusetts General Laws.

To minimize the adverse impacts of Registered Marijuana Dispensaries on adjacent properties, residential neighborhoods, schools and other places where children congregate, local historic districts, and other land uses potentially incompatible with said dispensaries.

To regulate the siting, design, placement, security, safety, monitoring, modification, and removal of Registered Marijuana Dispensaries.

323.8.2 *Applicability*

The commercial cultivation (unless it meets the requirements for an agricultural exemption under Chapter 40A, Section 3 of the Massachusetts General Laws), production, processing, assembly, packaging, retail or wholesale sale, trade, distribution or dispensing of marijuana for medical use is prohibited unless allowed by special permit as a Registered Marijuana Dispensary under Chapter 40A, Section 9 of the Massachusetts General Laws and this Section 323.8.

No Registered Marijuana Dispensary shall be established except in compliance with the provisions of this Section 323.8.

Nothing in this By-Law shall be construed to supersede federal and state laws governing the sale and distribution of narcotic drugs.

323.8.3 *Definitions*

"Debilitating medical condition" shall mean cancer, glaucoma, positive status for human immunodeficiency virus, acquired immune deficiency syndrome (AIDS), hepatitis C, amyotrophic lateral sclerosis (ALS), Crohn's disease, Parkinson's disease, multiple sclerosis and other conditions as determined in writing by a qualifying patient's physician.

"Marijuana" shall have the same meaning given as "marihuana" in Chapter 94C of the Massachusetts General Laws.

"Marijuana for medical use" shall mean marijuana that is designated and restricted for use by, and for the benefit of, qualifying patients in the treatment of debilitating medical conditions.

"Registered Marijuana Dispensary" shall mean a not-for-profit entity, as defined by Massachusetts law only, registered under Chapter 369 of the Acts of 2012, that acquires, cultivates, possesses, processes (including development of related products such as food, tinctures, aerosols, oils, or ointments), transfers, transports, sells, distributes, dispenses, or administers marijuana or products containing marijuana to qualifying patients or their personal caregivers.

323.8.4 *General Requirements and Conditions*

323.8.4.1 Registered Marijuana Dispensaries, other than agricultural operations meeting the requirements for an exemption under Chapter 40A, Section 3 of the Massachusetts General Laws, may be allowed in the RC District by special permit issued by the Planning Board provided that the Registered Marijuana Dispensary meets the requirements of this Section 323.8.

323.8.4.2 No Registered Marijuana Dispensary shall be located on land in the RC District in which the underlying zoning is Highway Mixed Use III (HM III).

323.8.4.3 No Registered Marijuana Dispensary shall be located within five hundred (500) feet of any other premises containing a Registered Marijuana Dispensary.

323.8.4.4 No Registered Marijuana Dispensary shall be located in any premises for which an

alcoholic beverages license has been issued.

323.8.4.5 No Registered Marijuana Dispensary shall be located inside a building containing residential units, including single family housing, multi-family housing, and transient housing such as motels and dormitories, or inside a movable or mobile structure such as a van or truck.

323.8.4.6 No Registered Marijuana Dispensary shall be located in a building that contains the office of any medical doctor or the office of any other professional practitioner authorized to prescribe the medical use of marijuana.

323.8.4.7 All Registered Marijuana Dispensaries shall be contained within a building or structure.

323.8.4.8 No Registered Marijuana Dispensary shall be located on a lot which is located within three hundred (300) feet of a Town of Natick boundary line, or a residential zoning district boundary line.

323.8.4.9 No Registered Marijuana Dispensary shall have a gross floor area of less than two thousand five hundred (2,500) square feet or in excess of twenty thousand (20,000) square feet.

323.8.4.10 The hours of operation of Registered Marijuana Dispensaries shall be set by the Planning Board, but in any event no Registered Marijuana Dispensary shall be open and/or operating between the hours of 8:00 PM and 8:00 AM.

323.8.4.11 No smoking, burning, or consumption by any means of any product containing marijuana shall be permitted on the premises of a Registered Marijuana Dispensary.

323.8.4.12 Signage for the Registered Marijuana Dispensary shall include the following language: "Registration card issued by the MA Department of Public Health required". The required text shall be a minimum of two (2) inches in height.

323.8.4.13 Registered Marijuana Dispensaries shall provide the Natick Police Department, Natick Board of Health, Natick Building Commissioner, and Natick Planning Board with the names, phone numbers and email addresses of all management staff and key holders to whom the Town of Natick can provide notice if there are emergencies or operating problems associated with the Registered Marijuana Dispensary.

323.8.5 *Special Permit Requirements*

323.8.5.1 A special permit for a Registered Marijuana Dispensary shall be limited to one (1) or more of the following uses: cultivation of marijuana for medical use; processing and packaging of marijuana for medical use, including marijuana that is in the form of smoking materials, food products, oils, aerosols, ointments, and other products; or retail sale or distribution of marijuana for medical use to qualifying patients.

323.8.5.2 An application for a special permit for a Registered Marijuana Dispensary shall include the following: the location of the proposed Registered Marijuana Dispensary, including the street address, and the floors(s) and unit number(s) to be occupied; the proposed use of the subject Registered Marijuana Dispensary; the name and address of each owner of the Registered Marijuana Dispensary; copies of all required licenses and permits issued to the applicant by the Commonwealth of Massachusetts and any of its agencies for the Registered Marijuana Dispensary; evidence of the applicant's right to use the proposed site for the Registered Marijuana Dispensary, such as a lease or consent of the property owner; if the applicant is a business organization, a statement under oath disclosing all of its owners, shareholders, partners, members, managers, directors, and officers, and their addresses. If any of the above are entities rather than persons, the applicant must disclose the identity of the owners of such entities; a certified list of all parties in interest entitled to notice of the hearing for the special permit application, taken from the most recent Town of Natick tax list and certified by the Town of Natick Assessor; and proposed security measures for the Registered Marijuana Dispensary, including lighting, fencing, gates, surveillance equipment, alarms, etc., to ensure the safety of persons, deliveries and transfers and to protect the premises from theft.

323.8.5.3 Mandatory Findings: In addition to the findings otherwise required by law for issuance

of a special permit, the Planning Board shall not issue a special permit for a Registered Marijuana Dispensary unless it finds that: the Registered Marijuana Dispensary demonstrates that it shall meet all the permitting requirements of all applicable agencies within the Commonwealth of Massachusetts and shall be in compliance with all applicable state laws and regulations; and the applicant has satisfied all of the conditions and requirements of this Section 323.8.

323.8.5.4 Term: A special permit granted under this Section 323.8 shall have a term limited to the duration of the applicant's ownership of, or leasehold interest in, the premises as a Registered Marijuana Dispensary. A special permit may be transferred only with the approval of the Planning Board in the form of an amendment to the special permit with all information required in this Section

323.8.5.5 Annual Reporting: Each Registered Marijuana Dispensary permitted under this By-Law shall as a condition of its special permit file an annual report with the Natick Board of Health, the Natick Community Development Department, and the Natick Town Clerk no later than January 31st, providing a copy of all current applicable state licenses for the Registered Marijuana Dispensary and/or its owners and demonstrating continued compliance with the conditions of the special permit.

323.8.5.6 Abandonment or Discontinuance of Use:

323.8.5.6.1 A special permit issued under this Section 323.8 shall lapse if not exercised within one (1) year of issuance.

323.8.5.6.2 A Registered Marijuana Dispensary shall be required to remove all plants, equipment, supplies and materials related to the Registered Marijuana Dispensary: prior to surrendering its state issued licenses or permits; or within three (3) months of ceasing operations; whichever comes first.

323.8.6 Invalidity

If any provision of this Section 323.8 or the application of any such provision to any person or circumstance shall be determined to be invalid or unenforceable by final judgment or order of a court of competent jurisdiction, the remainder of this Section 323.8 shall continue in effect, to the extent permitted by law."

Mr. Reffett spoke to this article. Discussion ensued on the article. The map regarding this by-law was inadvertently left out of the Finance Committee book of Recommendations. The map will be provided at the next session of Town Meeting. Mr. Snow, seconded by Mr. Lista requested a roll call vote on this article. The Moderator announced that a roll call vote requires a one-third vote. **The motion to have a roll call vote on Article 12 failed.**

Mr. Connolly moved, seconded by Mr. Griesmer to postpone further consideration of Article 12 until Thursday, April 10. **The motion for postponement of further consideration of Article 12 until Thursday April 10 prevailed.**

Mr. Sidney moved, seconded by Mr. Griesmer to adjourn. **The motion to adjourn passed by a majority vote. The meeting adjourned at 10:00 PM until Thursday, April 10th at 7:30 PM.**

A record of the First Session of
2014 Spring Annual Town Meeting
April 8, 2014

s/Diane Packer, Town Clerk

2014 Spring Annual Town Meeting
Fine and Performing Arts Center
Natick High School
April 10, 2014
Second Session

The Second Session of the 2014 Spring Annual Town Meeting was called to order at 7:35 PM by the Town Moderator, Frank W. Foss, who declared a quorum present. The Moderator welcomed residents, taxpayers, town officials, Town Meeting Members and interested parties to the Second Session of 2014 Spring Annual Town Meeting. The Moderator asked that all recently elected or appointed members of Town Meeting who have not yet been sworn in stand to take the oath of office. The meeting stood for the Pledge of Allegiance and a moment of silence in recognition of all the men and women serving on our behalf throughout the world.

The Moderator introduced the officials present on the stage and in the well of the auditorium. The following people were present: Diane Packer, Town Clerk; Bruce Evans, Finance Committee Vice Chair; James Everett, Finance Committee Secretary; Martha White, Town Administrator; Brandon Moss, Town Counsel; and Joshua Ostroff, Chair of the Board of Selectmen.

The Moderator reviewed the general rules and procedures of Town Meeting. He indicated that all residents and taxpayers of the town and town officers and employees, whether or not residents, have the same right to speak as Town Meeting Members; however they do not have the right to submit motions for consideration at Town Meeting, nor vote on any matter before Town Meeting. Non-residents may only speak at Town Meeting after approval by Town Meeting Members. The proceedings of Town Meetings shall be governed by **Town Meeting Time**, the Town of Natick Home Rule Charter, the Natick By-Laws and the General Laws of the Commonwealth of Massachusetts.

No person shall speak upon any article more than once when any other person desires to be heard, nor more than twice on the same question without permission of Town Meeting; and no person shall speak more than ten (10) minutes at one time without permission of Town Meeting. Consistent with the Natick By-Laws, any person having a monetary or equitable interest in any matter under discussion at a Town Meeting, and any person employed by another having such an interest, shall disclose the fact of his/her interest or employment before speaking thereon.

The Moderator made several announcements regarding upcoming community wide events and volunteer opportunities. The Moderator announced that the meeting would begin with consideration of Article 3 which had been postponed until the first order of business this evening and then continue to complete consideration of Article 12. Without objection he requested that we take procedural motions and resolutions first.

Mr. Ostroff rose to offer the following resolution:

Moved by Mr. Ostroff, seconded by Ms. Salamoff that 2014 Spring Annual Town Meeting accept the dedication of the 2013 Annual Town Report in honor of Bruce S. Weisberg and that it be entered into the record.

The 2013 Natick Town Report is dedicated to longtime volunteer and community leader Bruce S. Weisberg.

Bruce has been an inspiring and tireless champion of Natick for many years, both in Town government and with many community organizations. With his long service on the Friends of the 4th Committee, Natick

Days Committee, Natick Center Associates, Kids Connect and the Community Organic Farm, Bruce has shown the knack for making things happen and motivating people to do their best. Countless programs have been well run, with positive results for many kids and families, because of his purposeful and positive contributions.

As a member of many town committees, including the Recreation and Parks Commission, Community Development Advisory Committee and the Affordable Housing Trust, Bruce has demonstrated his knowledge of housing and finance, and his love for the entire community, to make a difference.

As Senior Vice President and Real Property Manager at Middlesex Savings Bank, Bruce has spearheaded the bank's community outreach and has set a high standard for corporate citizenship. He has also served on the MetroWest ESL Fundraising Committee, Greater Boston Business Council, the Greater Boston Banker's Association, and Leadership MetroWest.

A longtime observer has shared the view that meetings and events just run better with Bruce, people do better work, and more gets done thanks to his positive, team-first attitude and wise counsel.

For his inspired leadership and many contributions to our community's quality of life, the Town proudly dedicates the 2013 Town Report to Bruce S. Weisberg.

Moved by Mr. Sidney, seconded by Mr. Gath to waive the reading of the motion just presented. **The motion to waive the reading passed unanimously. The main motion to accept the dedication passed unanimously.** Mr. Weisberg addressed the meeting.

Mr. Hughes rose to offer a resolution honoring Carol Gloff. Moved by Mr. Hughes, seconded by Ms. Ball to accept the following resolution:

WHEREAS Carol A. Gloff has served the Town of Natick as an elected and appointed volunteer for many years, as a member of the Board of Selectmen, Finance Committee, Charter and Bylaw Review Committee, Affordable Housing Trust Fund, Community Development Advisory Committee, Pay As You Throw Task Force, Fire Study Committee, Medical Reserve Corps and Representative Town Meeting, and

WHEREAS Carol has brought her good sense, calm demeanor, discipline and impartiality to town leadership, has always welcomed challenges and worthy causes, and has been a champion for high quality, affordable services and projects, and

WHEREAS Carol has a well deserved reputation as a trusted and caring advocate for housing, public safety and financial management, and has helped lead the recruitment and promotion of an outstanding generation of appointed leaders, and

WHEREAS Carol has recently retired from the Board of Selectmen after three terms of outstanding service, while continuing to serve the community as a volunteer and advocate,

NOW THEREFORE Natick Spring 2014 Annual Town Meeting hereby recognizes Carol A. Gloff for her thoughtful, wise and able leadership of Natick, and for her dedication to the well being of all residents of our vibrant and healthy community.

Moved by Mr. Sidney, seconded by Mr. Hughes to waive the reading of the resolution. **The motion to waive the reading passed unanimously. The motion to accept and enter the resolution into the record passed unanimously.** Ms. Gloff addressed Town Meeting.

ARTICLE 3: Transfer of Land to Conservation Commission: 0 Bradford Road End (Board of Selectmen)

To see if the Town will vote to transfer from the Board of Selectmen to the Conservation Commission the care, custody, management and control of a parcel of land adjoining Pickerel Pond, identified as 0 Bradford Road End, containing approximately seventy-six (76) acres, and shown on Assessors' Map 14 as Lot 78; and, further to see if the Town will vote that the Board of Selectmen shall retain rights and obligations related to public water systems now or hereafter located on said parcel of land, including without limitation rights and obligations related to access to, egress from, and protection and maintenance of such public water systems; or otherwise act thereon.

Finance Committee Recommendation: *By a vote of 11-0-1 on March 6, 2014, 2014, the Finance Committee recommends Favorable Action with regard to the subject of Article 3.*

MOTION (requires two-thirds vote):

Moved by Mr. Everett, seconded by Mr. Evans that the Town vote to transfer from the Board of Selectmen to the Conservation Commission the care, custody, management and control of a parcel of land adjoining Pickerel Pond, identified as 0 Bradford Road End, containing approximately seventy-six (76) acres, and shown on Assessors' Map 14 as Lot 78 and that the Board of Selectmen shall retain rights and obligations related to public water systems now or hereafter located on said parcel of land, including without limitation rights and obligations related to access to, egress from, and protection and maintenance of such public water systems.

Mr. Ostroff and Mr. Gardner, the current chair of the Conservation Commission spoke to this the article. Discussion ensued on the article. Mr. Munnich moved, seconded by Ms. Brown to refer this article to the Conservation Commission and the Board of Selectmen. Discussion continued. Moved by Mr. Hughes, seconded by Mr. Gath to close debate on the referral motion. **The motion to close debate on the referral motion passed by a two-thirds vote. The motion to refer the subject matter of Article 3 to the Conservation Commission and the Board of Selectmen failed. The main motion under Article 3 passed by two-thirds vote.**

The next order of business is to continue the debate and discussion regarding Article 12. A positive main motion as detailed below was on Town Meeting floor when the meeting voted to postpone consideration of the article until this evening.

Moved that the Town vote to amend the Zoning By-Laws by adding a new Section 323.8, Registered Marijuana Dispensaries, as follows.

"323.8 Registered Marijuana Dispensaries.

323.8.1 Purposes

To provide for the establishment of Registered Marijuana Dispensaries in appropriate places and under conditions in accordance with the passage of Chapter 369 of the Acts of 2012, an Act for the Humanitarian Medical Use of Marijuana. See also Appendix Sections 1-1, et seq., to Chapter 94C of the Massachusetts General Laws.

To minimize the adverse impacts of Registered Marijuana Dispensaries on adjacent properties, residential neighborhoods, schools and other places where children congregate, local historic districts, and other land uses potentially incompatible with said dispensaries.

To regulate the siting, design, placement, security, safety, monitoring, modification, and removal of

Registered Marijuana Dispensaries.

323.8.2 *Applicability*

The commercial cultivation (unless it meets the requirements for an agricultural exemption under Chapter 40A, Section 3 of the Massachusetts General Laws), production, processing, assembly, packaging, retail or wholesale sale, trade, distribution or dispensing of marijuana for medical use is prohibited unless allowed by special permit as a Registered Marijuana Dispensary under Chapter 40A, Section 9 of the Massachusetts General Laws and this Section 323.8.

No Registered Marijuana Dispensary shall be established except in compliance with the provisions of this Section 323.8.

Nothing in this By-Law shall be construed to supersede federal and state laws governing the sale and distribution of narcotic drugs.

323.8.3 *Definitions*

"Debilitating medical condition" shall mean cancer, glaucoma, positive status for human immunodeficiency virus, acquired immune deficiency syndrome (AIDS), hepatitis C, amyotrophic lateral sclerosis (ALS), Crohn's disease, Parkinson's disease, multiple sclerosis and other conditions as determined in writing by a qualifying patient's physician.

"Marijuana" shall have the same meaning given as "marihuana" in Chapter 94C of the Massachusetts General Laws.

"Marijuana for medical use" shall mean marijuana that is designated and restricted for use by, and for the benefit of, qualifying patients in the treatment of debilitating medical conditions.

"Registered Marijuana Dispensary" shall mean a not-for-profit entity, as defined by Massachusetts law only, registered under Chapter 369 of the Acts of 2012, that acquires, cultivates, possesses, processes (including development of related products such as food, tinctures, aerosols, oils, or ointments), transfers, transports, sells, distributes, dispenses, or administers marijuana or products containing marijuana to qualifying patients or their personal caregivers.

323.8.4 *General Requirements and Conditions*

323.8.4.1 Registered Marijuana Dispensaries, other than agricultural operations meeting the requirements for an exemption under Chapter 40A, Section 3 of the Massachusetts General Laws, may be allowed in the RC District by special permit issued by the Planning Board provided that the Registered Marijuana Dispensary meets the requirements of this Section 323.8.

323.8.4.2 No Registered Marijuana Dispensary shall be located on land in the RC District in which the underlying zoning is Highway Mixed Use III (HM III).

323.8.4.3 No Registered Marijuana Dispensary shall be located within five hundred (500) feet of any other premises containing a Registered Marijuana Dispensary.

323.8.4.4 No Registered Marijuana Dispensary shall be located in any premises for which an alcoholic beverages license has been issued.

323.8.4.5 No Registered Marijuana Dispensary shall be located inside a building containing residential units, including single family housing, multi-family housing, and transient housing such as motels and dormitories, or inside a movable or mobile structure such as a van or truck.

323.8.4.6 No Registered Marijuana Dispensary shall be located in a building that contains the office of any medical doctor or the office of any other professional practitioner authorized to prescribe the medical use of marijuana.

323.8.4.7 All Registered Marijuana Dispensaries shall be contained within a building or structure.

323.8.4.8 No Registered Marijuana Dispensary shall be located on a lot which is located within three hundred (300) feet of a Town of Natick boundary line, or a residential zoning district boundary line.

323.8.4.9 No Registered Marijuana Dispensary shall have a gross floor area of less than two thousand five hundred (2,500) square feet or in excess of twenty thousand (20,000) square feet.

323.8.4.10 The hours of operation of Registered Marijuana Dispensaries shall be set by the Planning Board, but in any event no Registered Marijuana Dispensary shall be open and/or operating between the hours of 8:00 PM and 8:00 AM.

323.8.4.11 No smoking, burning, or consumption by any means of any product containing marijuana shall be permitted on the premises of a Registered Marijuana Dispensary.

323.8.4.12 Signage for the Registered Marijuana Dispensary shall include the following language: "Registration card issued by the MA Department of Public Health required". The required text shall be a minimum of two (2) inches in height.

323.8.4.13 Registered Marijuana Dispensaries shall provide the Natick Police Department, Natick Board of Health, Natick Building Commissioner, and Natick Planning Board with the names, phone numbers and email addresses of all management staff and key holders to whom the Town of Natick can provide notice if there are emergencies or operating problems associated with the Registered Marijuana Dispensary.

323.8.5 *Special Permit Requirements*

323.8.5.1 A special permit for a Registered Marijuana Dispensary shall be limited to one (1) or more of the following uses: cultivation of marijuana for medical use;

processing and packaging of marijuana for medical use, including marijuana that is in the form of smoking materials, food products, oils, aerosols, ointments, and other products; or retail sale or distribution of marijuana for medical use to qualifying patients.

323.8.5.2 An application for a special permit for a Registered Marijuana Dispensary shall include the following: the location of the proposed Registered Marijuana Dispensary, including the street address, and the floors(s) and unit number(s) to be occupied;

the proposed use of the subject Registered Marijuana Dispensary; the name and address of each owner of the Registered Marijuana Dispensary; copies of all required licenses and permits issued to the applicant by the Commonwealth of Massachusetts and any of its agencies for the Registered Marijuana Dispensary; evidence of the applicant's right to use the proposed site for the Registered Marijuana Dispensary, such as a lease or consent of the property owner;

- a) If the applicant is a business organization, a statement under oath disclosing all of its owners, shareholders, partners, members, managers, directors, and officers, and their addresses. If any of the above are entities rather than persons, the applicant must disclose the identity of the owners of such entities;
- b) a certified list of all parties in interest entitled to notice of the hearing for the special permit application, taken from the most recent Town of Natick tax list and certified by the Town of Natick Assessor; and
- c) Proposed security measures for the Registered Marijuana Dispensary, including lighting, fencing, gates, surveillance equipment, alarms, etc., to ensure the safety of persons, deliveries and transfers and to protect the premises from theft.

323.8.5.3 **Mandatory Findings:** In addition to the findings otherwise required by law for issuance of a special permit, the Planning Board shall not issue a special permit for a Registered Marijuana Dispensary unless it finds that:

- a) the Registered Marijuana Dispensary demonstrates that it shall meet all the permitting requirements of all applicable agencies within the Commonwealth of Massachusetts and shall be in compliance with all applicable state laws and regulations; and

b) the applicant has satisfied all of the conditions and requirements of this Section 323.8.

323.8.5.4 Term: A special permit granted under this Section 323.8 shall have a term limited to the duration of the applicant's ownership of, or leasehold interest in, the premises as a Registered Marijuana Dispensary. A special permit may be transferred only with the approval of the Planning Board in the form of an amendment to the special permit with all information required in this Section

323.8.5.5 Annual Reporting. Each Registered Marijuana Dispensary permitted under this By-Law shall as a condition of its special permit file an annual report with the Natick Board of Health, the Natick Community Development Department, and the Natick Town Clerk no later than January 31st, providing a copy of all current applicable state licenses for the Registered Marijuana Dispensary and/or its owners and demonstrating continued compliance with the conditions of the special permit.

323.8.5.6 Abandonment or Discontinuance of Use

323.8.5.6.1 A special permit issued under this Section 323.8 shall lapse if not exercised within one (1) year of issuance.

323.8.5.6.2 A Registered Marijuana Dispensary shall be required to remove all plants, equipment, supplies and materials related to the Registered Marijuana Dispensary:

- a) prior to surrendering its state issued licenses or permits; or
- b) within three (3) months of ceasing operations; whichever comes first.

323.8.6 Invalidity

If any provision of this Section 323.8 or the application of any such provision to any person or circumstance shall be determined to be invalid or unenforceable by final judgment or order of a court of competent jurisdiction, the remainder of this Section 323.8 shall continue in effect, to the extent permitted by law."

Mr. Reffett spoke to the article and announced that maps were available. Discussion ensued on the article. Moved by Mr. Hughes, seconded by Mr. Sidney to move the question and close debate on the Article. The Moderator did not accept the motion as there were more than three (3) people seeking the floor. Discussion on the article continued. Moved by Mr. Scott Joseph, seconded by Mr. Sidney to move the question and close debate on the Article. **The motion to close debate on Article 12 passed by two-thirds vote. The main motion under Article 12 passed by two-thirds vote.**

ARTICLE 13: Reorganization of Zoning By-Laws: Phase I Document (Town Administrator)

To see if the Town will vote to amend and recodify the Zoning Bylaw as follows:

1. Delete, in their entireties, the following provisions of the existing Zoning By-Law:
 - Section I: General
 - Section II: Use Districts
 - Section III: Use Regulations
 - Section IV: Intensity Regulations
 - Section V: Special Requirements
 - Section VI: Administration
2. Substitute the following provisions in the document entitled "Zoning By-Law, on file in the office of the Town Clerk and the Planning Board:
 - Section 1.0 Purpose and Authority
 - Section 2.0 Districts
 - Section 3.0 Use Regulations
 - Section 4.0 Dimensional Controls
 - Section 5.0 Nonconforming Uses and Structures

- General Regulations
- Special Regulations
- Special Residential Regulations
- Special District Regulations
- Highway Districts
- Administration and Procedures
- Definitions

or otherwise act thereon.

Finance Committee Recommendation: *By a vote of 9-0-0 on March 13, 2014, the Finance Committee recommends **No Action** with regard to the subject of Article 13.*

MOTION (requires majority vote):

Moved by Mr. Everett, seconded by Mr. Hughes that no action be taken on this article.

The motion to take no action on Article 13 passed by majority vote.

ARTICLE 14: Amend Zoning By-Laws: Flood Plain Amendments (Town Administrator)

To see if the Town will vote to amend the Zoning By-Laws by deleting in its entirety Section III-A.3 FLOOD PLAIN DISTRICT and inserting:

“III-A.3 FLOOD PLAIN DISTRICT

- (a) PURPOSE: The purpose of the Flood-Plain District is to preserve and maintain the ground water table; to protect the public health and safety, persons and property against the hazards of flood-water inundation; and for the protection of the community against the costs which may be incurred when unsuitable development occurs in swamp, marshes, along water courses, or in areas subject to floods.
- (b) LOCATION OF FLOOD PLAIN DISTRICT: The Flood Plain District is herein established as an overlay district. The underlying permitted uses are allowed provided that they meet the following additional requirements as well as those of the Massachusetts State Building Code dealing with construction in flood plains. The Flood Plain District includes:
1. All areas shown as being within the 100-year flood plain on the TOWN OF NATICK DRAINAGE STUDY, 100-YEAR FLOOD PLAIN MAP, 1" equals 100', September 1979 by Coffin & Richardson, Inc., Engineers, Boston, Massachusetts. As further described in the Drainage Report, Natick Massachusetts, September 1979 prepared by Coffin & Richardson.
 2. All special flood hazard areas within the Town of Natick designated as Zone A and AE on the Middlesex County Flood Insurance Rate Map (FIRM) issued by the Federal Emergency Management Agency (FEMA) for the administration of the National Flood Insurance Program. The map panels of the Middlesex County FIRM that are wholly or partially within the Town of Natick are panel numbers 25017C0509F, 25017C0517F, 25017C0519F, 25017C0528F, 25017C0529F, 25017C0536F, 25017C0538F dated July 7, 2014; and 25017C0537E, 25017C0539E, 25017C0543E, and 25017C652E dated June 4, 2010. The exact boundaries of the District may be defined by the 100-year base flood elevations shown on the FIRM and further defined by the Middlesex County Flood Insurance Study (FIS) report dated July 7, 2014. The FIRM and FIS report are incorporated herein by reference and are on file with the Town

Clerk, Planning Board, Building Commissioner, Conservation Commission and the Department of Public Works. (Art. 43, Spring ATM, 4/27/10)

In the event of any discrepancy between the above delineations of the 100-year flood plain, the Building Inspector, after consultation with the Natick Conservation Commission, shall determine which map will apply. The Natick Drainage Study can only be used in areas where the Base Flood Elevations are equal to or more restrictive than the FIRM and FIS. (Art. 43, Spring ATM, 4/27/10)

(c) PERMITTED USES:

1. Within a Flood Plain District, no structure or building shall be erected or extended and no premises shall be used except for one or more of the following uses: any woodland, grassland, wetland, agricultural, horticultural or recreational uses of land or water not requiring filling. Buildings and sheds accessory to any of the Flood Plain Uses are permitted. Any such building or structure shall be designed, placed and constructed to offer a minimum obstruction to the flow of water, and it shall be firmly anchored to prevent floating away.
2. The following are permissible exceptions to paragraph 1: In and Flood Plain District after the adoption of this provision, no land, building, or structure shall be used for sustained human occupancy, except dwellings theretofore lawfully existing. Building permits shall be issued on request whereby buildings and structures theretofore lawfully existing may be repaired, restored, altered, enlarged, or rebuilt, and structures accessory to the existing use may be constructed in compliance with all other zoning laws and applicable state and municipal laws and regulations, provided that any such altered or rebuilt foundation shall not extend beyond the pre-existing building foundation boundary. (Any such pre-existing use shall not be rescinded by any other part of the Flood Plain Zoning By-Law. For example, this shall pertain to pre-existing buildings and structures which are subsequently damaged or destroyed by fire or disaster).
3. The following is a permissible exception to Paragraphs 1 and 2: In any Flood Plain District after the adoption of this provision, the Board of Appeals may issue a permit for any use permitted outside a Flood Plain District based on the following conditions:
 - a. That any such use of such land will not interfere with the general purposes for which Flood Plain Districts have been established.
 - b. That any such use of such land will not be detrimental to the public health, safety or welfare.
 - c. The Board of Appeals will refer the question to the Planning Board, the Board of Health, the Board of Public Works, the Board of Selectmen and the Town Conservation Commission for recommendations. It will consider those recommendations returned within 14 days by the above Boards.
 - d. In the floodway, designated on the Middlesex County FIRMS as stated in Section III-A.3 (b) 2. the following special conditions must be met:
 1. All encroachments, including fill, new construction, substantial improvements to existing structures, and other development are prohibited unless certification by a registered professional engineer or architect is provided by the applicant demonstrating that such encroachment shall not result in any increase in flood levels during the occurrence of the 100-year flood.

2. Any encroachment meeting standard of III. 3. d. 1. shall comply with the floodplain requirements of the State Building Code and Massachusetts Wetland Protection Act, G.L. Chapter 131, Sec. 40.
3. Floodway Data. In Zones A and AE, along watercourses that have not had a regulatory floodway designated, the best available Federal, State, Local, or other floodway data shall be used to prohibit encroachments in floodways which would result in any increase in flood levels within the community during the occurrence of the base flood discharge.
(Art. 43, Spring ATM, 4/27/10)
 - e. All public utilities and facilities, such as sewer, gas electrical, and water systems shall be located and constructed to minimize or eliminate flood damage, and
 - f. Adequate drainage systems, by use of natural or non-structural drainage whenever possible, shall be provided to reduce exposure to flood hazards.
4. Base Flood Elevation Data. Base flood elevation data is required for subdivision proposals or other developments greater than fifty (50) lots or five (5) acres, whichever is the lesser, within unnumbered A zones. (Art. 43, Spring ATM, 4/27/10)
5. Except as provided above, there shall be in the Flood Plain District:
 - a. No land fill or dumping in any part of the District;
 - b. No drainage other than Flood-Control works by an authorized public agency;
 - c. No damming or relocation of any water course except as part of an overall drainage basin plan;
 - d. No buildings or structure;
 - e. No permanent storage of materials or equipment.

(d) NOTIFICATION OF WATERCOURSE ALTERATION: In a river or stream situation, the Building Commissioner shall notify the following of any alteration or relocation of a watercourse:

1. Adjacent Communities
2. NFIP State Coordinator (currently located at) Massachusetts Department of Conservation and Recreation
251 Causeway Street, Suite 600-700
Boston, MA 02114-2104
3. NFIP Program Specialist (currently located at)
Federal Emergency Management Agency, Region I
99 High Street, 6th Floor
Boston, MA 02110

(Art. 43, Spring ATM, 04/27/10)

(e) REFERENCE TO EXISTING REGULATIONS: The floodplain District is established as an overlay district to all other districts. All development in the district, including structural and non-structural activities, whether permitted by right or by special permit must be in compliance with Chapter 131, Section 40 of the Massachusetts General Laws and with the following:

1. Section of the Massachusetts State Building Code which Addresses floodplain and coastal high hazard areas (currently 780 CMR)
2. Wetlands Protection Regulations, Department of Environmental Protection (DEP) (currently 310 CRM 10.00);
3. Inland Wetlands Restriction, DEP (currently 310 CMR 13.00); and
4. Minimum Requirements for the Subsurface Disposal of Sanitary Sewage, DEP (currently 310 CMR 15, Title 5).

Any variances from the provisions and requirements of the above referenced state regulations may only be granted in accordance with the required variance procedures of the state regulations.”; or otherwise act thereon.

Finance Committee Recommendation: *By a vote of 11-0-3 on March 4, 2014, the Finance Committee recommends **Favorable Action** with regard to the subject of Article 14.*

MOTION (requires two-thirds vote):

Moved by Mr. Everett seconded by Mr. Evans that the Town vote to amend the Zoning By-Laws by deleting in its entirety Section III-A.3 FLOOD PLAIN DISTRICT and inserting a new Section III-A.3 FLOOD PLAIN DISTRICT as printed in this 2014 Spring Annual Town Meeting Warrant, with one administrative correction in the first sentence of paragraph (b) 2., the phrase “Middlesex County Floor Insurance Rate Map” should read “Middlesex County Flood Insurance Rate Map.”

Mr. Coviello spoke to this motion. **The main motion under Article 14 passed by two-thirds vote.**

ARTICLE 15: Appropriate Fed Ex Mitigation Funds for Design of Route 30/Speen Street Intersection (Town Administrator)

To see if the Town will vote to appropriate a sum of money from mitigation funds from the FedEx Ground Project to fund traffic engineering services in the Speen Street/Route 30 area, including appropriation of funds designated for the Towns of Wayland and Framingham for the same purpose; or otherwise act thereon.

MOTION (requires majority vote):

Moved by Mr. Everett, seconded by Mr. Evans that no action be taken on this article.

Ms. White spoke to Article s 15 and 16 announcing that the funds were not yet available to be appropriated and therefore a motion of no action was made.

The motion to take no action on Article 15 passed by majority vote.

ARTICLE 16: Appropriate MathWorks Lakeside Campus Project Mitigation Funds for the Cochituate Rail Trail Project, Sidewalk Construction on Superior Drive, and Route 30/Speen Street Traffic Engineering Services (Town Administrator)

To see if the Town will vote to appropriate a sum of money from mitigation funds from the MathWorks Lakeside Campus Project to fund the Cochituate Rail Trail Project, sidewalk construction on Superior Drive, and Route 30/Speen Street traffic engineering services; or otherwise act thereon.

MOTION (requires majority vote):

Moved by Mr. Everett, seconded by Mr. Evans that no action be taken on this article.

The motion to take no action on Article 16 passed by majority vote.

Mr. Landry moved, seconded by Mr. Pierce to postpone consideration of Article 17 until Thursday, May 1, 2014. **The motion to postpone consideration of Article 17 until Thursday, May 1st passed unanimously.**

ARTICLE 18: Homeless Student Transportation Subsidy (Superintendent of Schools)

To see if the Town will vote to appropriate, raise, or transfer from available funds, a sum of money for the purpose of transporting homeless students living in temporary shelters located in Natick to and from school as required by the McKinney-Vento Homeless Education Assistance Act; or otherwise act thereon.

Finance Committee Recommendation: *By a vote of 13-0-0 on March 11, 2014, the Finance Committee recommends Favorable Action with regard to the subject of Article 18.*

MOTION (requires majority vote):

Moved by Mr. Everett seconded by Mr. Evans that the Town vote to appropriate the sum of \$233,000 from Free Cash for the purpose of funding costs in FY 2014 (July 1, 2013 – June 30, 2014) associated with transporting homeless students living in temporary housing located in Natick to and from their preferred school district as required by the McKinney-Vento Homeless Education Assistance Act, a federal law that ensures immediate enrollment and educational stability for homeless children and youth, said funds to be held in an account separate from the School Department operating budget and to be expended under the direction of the Natick School Committee.

Mr. Hurley, Business Manager for the School Department spoke to this article. **The main motion under Article 18 passed by majority vote.**

Mr. Ostroff moved, seconded by Mr. Gath to adjourn. **The motion to adjourn passed by majority vote. The meeting adjourned at 10:03 PM until Tuesday, April 29th at 7:30 PM.**

A record of the Second Session of 2014 Spring Annual Town Meeting
April 10, 2014

s/Diane Packer, Town Clerk

**2014 Spring Annual Town Meeting
Fine and Performing Arts Center
Natick High School
April 29, 2014
Third Session**

The Third Session of the 2014 Spring Annual Town Meeting was called to order at 7:40 PM by the Town Moderator, Frank W. Foss, who declared a quorum present. The Moderator welcomed residents, taxpayers, town officials, Town Meeting Members and interested parties to the Third Session of 2014 Spring Annual Town Meeting. The Moderator asked that all recently elected or appointed members of Town Meeting who have not yet been sworn in stand to take the oath of office. The meeting stood for the Pledge of Allegiance and a moment of silence in recognition of all the men and women serving on our behalf throughout the world and those in States that have been hard hit by severe weather.

The Moderator introduced the officials present on the stage and in the well of the auditorium. The following people were present: Diane Packer, Town Clerk; Jonathan Freedman, Finance Committee Chair; James Everett, Finance Committee Secretary; Martha White, Town Administrator; John Flynn, Town Counsel; and Joshua Ostroff, Chair of the Board of Selectmen.

The Moderator reviewed the general rules and procedures of Town Meeting. He indicated that all residents and taxpayers of the town and town officers and employees, whether or not residents, have the same right to speak as Town Meeting Members; however they do not have the right to submit motions for consideration at Town Meeting, nor vote on any matter before Town Meeting. Non-residents may only speak at Town Meeting after approval by Town Meeting Members. The proceedings of Town Meetings shall be governed by Town Meeting Time, the Town of Natick Home Rule Charter, the Natick By-Laws and the General Laws of the Commonwealth of Massachusetts.

No person shall speak upon any article more than once when any other person desires to be heard, nor more than twice on the same question without permission of Town Meeting; and no person shall speak more than ten (10) minutes at one time without permission of Town Meeting. Consistent with the Natick By-Laws, any person having a monetary or equitable interest in any matter under discussion at a Town Meeting, and any person employed by another having such an interest, shall disclose the fact of his/her interest or employment before speaking thereon.

The Moderator made several announcements regarding upcoming community wide events and volunteer opportunities. The Moderator announced Article 17 had been postponed until Thursday, May 1 and therefore we will begin with consideration of Article 19.

ARTICLE 19: Fiscal 2014 Omnibus Budget Article (Town Administrator)

To determine what sum or sums of money the Town will appropriate and raise, or transfer from available funds, for the operation of the government of the Town of Natick, including debt and interest, during Fiscal Year 2014 (July 1, 2013 through June 30, 2014) and to provide for a reserve fund for Fiscal Year 2014, and to see what budgets for Fiscal 2014 will be reduced to offset said additional appropriations; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION: By a vote of 11-1-0 on March 25, 2014, the Finance Committee recommends Favorable Action with regard to the subject of Article 19.

MOTION A: (Requires a Majority Vote)

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to reduce the sum of \$109,000 from

the following appropriations voted at the 2013 Spring Annual Town Meeting under Article 12 as follows:
Article 12, Motion E Board of Selectmen, Expenses (\$44,000)
Article 12, Motion G Shared Expenses (\$65,000)

Ms. White spoke to both motions under this article at this time.

Motion A under Article 19 passed unanimously.

MOTION B: (Requires a majority vote)

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to appropriate the sum of \$109,000 in addition to the appropriation voted at the 2013 Spring Annual Town Meeting under Article 12 as follows:

Article 12, Motion E	Board of Selectmen, Salaries	\$44,000
Article 12, Motion E	Finance Expenses	\$45,000
Article 12, Motion E	Finance Salaries	\$20,000

And that to meet this appropriation, the sum of \$109,000 be raised from the Tax Levy.

Mr. Connolly moved, seconded by Mr. Gath to amend the words “tax levy” to “released appropriations (in Motion A)”.

The amendment to Motion B under Article 19 passed by majority vote. The amended Motion B under Article 19 passed by majority vote.

ARTICLE 20: Elected Officials Salary (Town Administrator)

To see if the Town will vote to fix the salary and compensation of all elected officers of the Town of Natick for Fiscal Year 2015 (July 1, 2014 through June 30, 2015) as provided by Section 108 of Chapter 41 of the General Laws, as amended; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION: By a vote of 12-2-0 on March 4, 2014, the Finance Committee recommends Favorable Action with regard to the subject of Article 20.

MOTION (requires majority vote):

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to fix the salary and compensation of the following elected officer of the Town for the Fiscal Year July 1, 2014 through June 30, 2015 as provided by Section 108 of Chapter 41 of the Massachusetts General Laws:

Town Clerk.....\$80,000

The main motion under Article 20 passed by majority vote.

ARTICLE 21: Personnel Board Classification and Pay Plan (Town Administrator)

To see if the Town, pursuant to the authority contained in Section 108A of Chapter 41 of the General Laws, will vote to amend the by-laws by adding to Article 24, Section 3, a new paragraph deleting certain position titles, adding new position titles and effecting changes in the salary ranges as presently established; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION: By a vote of 13-1-0 March 4, 2014, the Finance Committee recommends Favorable Action with regard to the subject of Article 21.

MOTION (requires majority vote):

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to amend the By-Laws by changing in its entirety the table entitled Classification and Pay Plan that is incorporated by reference into Article 24, Section 3, Paragraph 3.10. The new Classification and Pay Plan is as follows:

Full-Time Positions

Town of Natick Classification and Pay Plan Fiscal Year 2015 Effective July 1, 2014

Grade	Minimum	Point 1	Point 2	Maximum
6	\$ 100,000.00	\$ 115,000.00	\$ 128,000.00	\$ 145,000.00
5	\$ 85,000.00	\$ 98,333.33	\$ 111,666.67	\$ 125,000.00
4	\$ 70,000.00	\$ 81,666.67	\$ 93,333.33	\$ 105,000.00
3	\$ 55,000.00	\$ 63,333.33	\$ 71,666.67	\$ 80,000.00
2	\$ 47,000.00	\$ 55,000.00	\$ 62,500.00	\$ 70,000.00
1	\$ 32,000.00	\$ 40,500.00	\$ 49,000.00	\$ 57,500.00

GRADE 6

Chief of Police
Deputy Town Adm./Dir. Of Finance
Deputy Town Adm./Operations
Fire Chief

GRADE 5

Comptroller
Deputy Chief of Police
Director of Community Development
Director of Community Services
Director of Facilities Management
Director of Information Technology
Director of Public Works
Director of Human Resources

GRADE 4

Building Commissioner
Director Morse Library
Director of Assessing
Director of Council on Aging & Human Services
Director of Recreation & Parks
Director Public Health
Staff Accountant
Treasurer/Collector

GRADE 3

Assistant Assessor (certified)
Assistant Comptroller
Assistant Director Council on Aging
Assistant Director Recreation & Parks
Assistant Library Director Morse Library
Assistant Treasurer/Collector
Benefits Manager
Communications/Information Officer
Director Bacon Free Library
Director, Recreation Programs/Special Events
Economic Development Planner
Environmental Health Agent
Facility Custodial Manager

GRADE 3 Continued

Facility Maintenance Manager
Farm Director
Golf Course Manager
Housing/General Planner
Information System Network Administrator
Information Systems Data Base Administrator
Local Building Inspector (certified)
Planner/Conservation Agent
Procurement Manager
Public Health Nurse
Senior Environmental Health Specialist
Sustainability Coordinator
Veterans Agent

GRADE 2

Assistant Assessor (non-certified)
Assistant Director Bacon Free Library
Assistant Farm Director
Clinical Social Worker
Data Analyst
Executive Assistant
Golf Course Superintendent
Office Administrator Farm
Payroll Manager
Personnel Coordinator
Sanitarian
Senior Executive Assistant
Social Worker
Special Assistant to Director Community Services
Special Assistant to Director of Facilities Management
Special Assistant to Director of Finance
Special Needs Coordinator

GRADE 1

Animal Control Officer
Golf Course Assistant Superintendent
Golf Professional
Outreach Coordinator
Student Officer

**Town of Natick
Classification and Pay Plan
Fiscal Year 2015
Effective July 1, 2014**

Part-Time Positions

Hourly Wage Scale:

<u>Description Position</u>	<u>Grade/Code</u>	<u>STEPS</u>							<u>Maximum</u>
		<u>Start</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>		
Laborer I, Town Meeting Page, Custodian	H1	\$8.40	\$8.80	\$9.21	\$9.67	\$10.09	\$10.48	\$10.81	
Census Taker	H2	\$9.21	\$9.67	\$10.09	\$10.48	\$10.90	\$11.34	\$11.65	
Clerical Assistant, Laborer II	H3	\$10.09	\$10.90	\$11.74	\$12.61	\$13.41	\$14.25	\$14.69	
Deputy Animal Control Officer, Clerk, Instructor	H4	\$10.90	\$11.74	\$12.61	\$13.41	\$14.25	\$15.08	\$15.53	
Admin Support (Grants), Recycling Attendant, Nurse, Volunteer	H5	\$12.61	\$13.41	\$14.25	\$15.08	\$15.93	\$16.78	\$17.28	
Coordinator I, Laborer III, Program Assistant	H6	\$18.45	\$19.00	\$19.55	\$20.14				
Police Matron	H7	\$17.60	\$18.13	\$18.67	\$19.22	\$19.82	\$20.40	\$21.01	
Bus Coordinator, Volunteer Coordinator II, Meter Enforcement	H8	\$12.61	\$13.41	\$14.25	\$15.09	\$15.62	\$16.78	\$17.28	
Operator, Plumbing and Wiring Inspector, Community Garden	H9	\$12.61	\$13.41	\$14.25	\$15.09	\$15.93	\$16.78	\$16.94	
Coordinator, Laborer IV	H10	\$20.72	\$21.35	\$21.99	\$22.63	\$23.27	\$24.01		
Bus Driver	H11	\$19.44	\$20.02	\$20.61	\$21.23	\$21.89			
Police Transcriber, Conservation Agent	H12	\$29.00	\$30.00	\$31.00	\$32.00				
Building Inspector									

Library Personnel:

<u>STEPS</u>									
Library Page (Morse)	L1	\$8.40	\$8.67	\$8.92	\$9.19	\$9.47	\$9.75	\$10.05	
Library Clerk (Bacon)	L2	\$11.55	\$11.89	\$12.24	\$12.62	\$13.01	\$13.38	\$13.79	
Library Assistant (Bacon)	L3	\$14.97	\$15.41	\$15.87	\$16.36	\$16.84	\$17.35	\$17.88	

Recreation Revolving:

<u>Hourly Wage Scale:</u>									
<u>Descriptions Positions</u>	<u>Start</u>	<u>1</u>	<u>2</u>	<u>STEPS</u>			<u>4</u>	<u>5</u>	<u>Maximum</u>
Attendant, Assistant Leader, Junior Counselor, Assistant	K1	\$8.40	\$8.80	\$9.23	\$9.60	\$9.99	\$10.36	\$10.70	
Instructor									
Leader, Instructor, Part-time Laborer I, Senior Counselor, Building	R2	\$9.23	\$9.60	\$9.99	\$10.36	\$10.73	\$11.10	\$11.47	
Monitor I									
Senior Counselor (certified)	R2A	\$9.85	\$10.24	\$10.65	\$11.08	\$11.52	\$11.98	\$12.46	
Lifeguard, Program Instructor, Specialist, Laborer II, Concession	R3	\$10.67	\$11.08	\$11.92	\$12.55	\$13.19	\$13.80	\$14.45	
Manager, Assistant Swim Coach									
Assistant Director, Head Lifeguard, Swim Coach, Water Safety	R4	\$12.55	\$13.19	\$13.80	\$14.45	\$15.07	\$15.70	\$16.31	
Instructor, Director Medium Sized Programs, Building Monitor II	R5	\$15.07	\$15.70	\$16.31	\$16.96	\$17.57	\$18.19	\$18.82	
Manager, Supervisor Major Programs	R8	\$18.00	\$19.00	\$20.00					
Beach Manager	R9	\$20.00	\$21.00	\$22.00					
Camp Woodtrail Director, Certified Camp Nurse	R12	\$29.00	\$30.00	\$31.00					
Nurse									

Golf Course

<u>Descriptions Positions</u>	<u>Start</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>Maximum</u>
Golf Cart Attendant	GC1	\$8.00	\$8.25	\$8.50			
Ranger/Starter	GC2	\$9.00	\$9.50	\$10.00			
Club House Attendant	GC3	\$10.00	\$10.50	\$11.00			
Club House Supervisor, Equipment Operator	GC4	\$12.00	\$12.50	\$13.00	\$13.50	\$14.00	
Golf Course Mechanic, Equipment Manager	GC5	\$14.00	\$15.00	\$16.00	\$17.00	\$18.00	

Session Wage Schedule:

<u>Descriptions Positions</u>	<u>Start</u>	<u>Maximum</u>
Timer/Scorer	S2	\$10.82 \$11.16
Parking Clerk/Clerk	S2	\$10.82 \$11.16
Farm Instructor	S4	\$13.91 \$14.33
Adult Contractor, Yoga Instructor	S9	\$27.83 \$30.35
Certified Sports Official	S12	\$37.10 \$38.22

Election Workers: (Daily Rates)

<u>Descriptions Positions</u>	<u>Start</u>	<u>Maximum</u>	<u>Half-Day</u>
Warden	E1	\$150.00	\$185.00 \$92.50
Clerk	E2	\$135.00	\$160.00 \$80.00
Poll Worker	E3	\$125.00	\$140.00 \$70.00

Clinic Nurse:

<u>Descriptions Positions</u>	<u>Start</u>	<u>Maximum</u>
Nurse	N1	\$24.83

Annual Wage Schedule: (Annual Rates)

<u>Descriptions Positions</u>	<u>Start</u>	<u>Maximum</u>
Inspector of Animals	A2	\$3,377.51
Registrar of Voters	A1	\$579.60 \$615.08

School Crossing Guards:

<u>Descriptions Positions</u>	<u>Start</u>	<u>Maximum</u>
M1 Monthly School Year	M1	\$717.97 \$738.08
M3 Monthly School Year (2 Posts)	M3	\$1,103.76
M2 Daily School Year	M2	\$39.87 \$41.00

2/24/14

Mr. Levinsky spoke to the article. The main motion under Article 21 passed by majority vote.

ARTICLE 22: Collective Bargaining (Town Administrator)

To see if the Town will vote to raise and appropriate, or otherwise provide, the funds necessary to implement the Terms of Agreements reached between the Town and the following collective bargaining units:

Local 1707 International Association of Firefighters
The Deputy Fire Chiefs Association;

or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION: By a vote of 11-1-0 on March 25, 2014, the Finance Committee recommends Favorable Action with regard to the subject of Article 22.

MOTIONS (all require majority votes):

Motion A-1 (Local 1707 International Association of Firefighters for FY 2013)

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to transfer the sum of \$151,622 from the FY 2013 Selectmen Contract Settlements line item (as approved by vote of the 2012 Fall Annual Town Meeting under Article 1, Motion B) to the FY 2014 Fire Department Salaries budget for distribution to members of Local 1707 International Association of Firefighters in the form of retroactive payments for the amounts due for FY 2013 pursuant to the terms of the March 10, 2014 Collective Bargaining Agreement between the Town of Natick and Local 1707.

Ms. White spoke to all of the motions under this article at the same time. Motion A-1 under Article 22 passed by majority vote.

Motion A-2 (Local 1707 International Association of Firefighters for FY 2014)

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to transfer the total sum of \$206,460 of which \$199,227 shall be transferred from the FY 2014 Selectmen Contract Settlements line item (as approved by vote of the 2013 Spring Annual Town Meeting under Article 12, Motion E) and \$7,233 shall be transferred from the FY 2014 Employee Fringe Benefits Budget (as approved by vote of the 2013 Spring Annual Town Meeting under Article 12, Motion G), said total amount of \$206,460 to be transferred to the FY 2014 Fire Department Salaries budget with a portion of said funds to be distributed to members of Local 1707 International Association of Firefighters in the form of retroactive payments for the amounts due for FY 2014 pursuant to the terms of the March 10, 2014 Collective Bargaining Agreement between the Town of Natick and Local 1707 and the balance to be added to the Fire Department Salaries budget to fund FY 2014 salary-related items pursuant to the terms of said Agreement.

Motion A-2 under Article 22 passed by majority vote.

Motion B-1 (Deputy Fire Chiefs' Association for FY 2013)

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to transfer the total sum of \$21,409 of which \$11,284 shall be transferred from the FY 2013 Selectmen Contract Settlements line item (as approved by vote of the 2012 Fall Annual Town Meeting under Article 1, Motion B) and \$10,125 shall be transferred from the FY 2014 Employee Fringe Benefits Budget (as approved by vote of the 2013 Spring Annual Town Meeting under Article 12, Motion G), said total amount of \$21,409 to be transferred to the FY 2014 Fire Department Salaries budget for distribution to members of the Deputy Fire Chiefs' Association in the form of retroactive payments for the amounts due for FY 2013 pursuant to the terms of the March 10, 2014 Collective Bargaining Agreement between the Town of Natick and the Deputy Fire Chiefs' Association.

Motion B-1 under Article 22 passed by majority vote.

Motion B-2 (Deputy Fire Chiefs' Association for FY 2014)

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to transfer the sum of \$26,135 from the FY 2014 Employee Fringe Budget (as approved by vote of the 2013 Spring Annual Town Meeting under Article 12, Motion G), said sum to be transferred to the FY 2014 Fire Department Salaries budget with a portion of said funds to be distributed to members of the Deputy Fire Chiefs' Association in the form of retroactive payments for the amounts due for FY 2014 pursuant to the terms of the March 10, 2014 Collective Bargaining Agreement between the Town of Natick and the Deputy Fire Chiefs' Association and the balance to be added to the Fire Department Salaries budget to fund salary-related items pursuant to the terms of said Agreement.

Motion B-2 under Article 22 passed by majority vote.

The next order of business is the FY 2015 Omnibus budget article. It is the practice of Town Meeting to allow the Town Administrator to give a presentation on the State of the Town. The Moderator asked, that without objection, Ms. White be allowed to give the presentation even if it goes more than ten minutes.

ARTICLE 23: Fiscal 2015 Omnibus Budget Article (Town Administrator)

To determine what sum of money the Town will appropriate and raise, or transfer from available funds, for the operation of the government of the Town of Natick, including debt and interest during Fiscal Year 2015 (July 1, 2014 to June 30, 2015), and to provide for a reserve fund for Fiscal Year 2015; or to otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION: By various votes as shown in the table below, the Finance Committee recommends Favorable Action with regard to the subject of Article 23 and that the sum of \$132,688,294 be appropriated as specified in the individual motions for the purpose of funding the operations of the various Town departments during Fiscal Year 2015.

	Proposed Budget Amount	Finance Committee Recommendation	Finance Committee Vote	Date of Finance Committee Vote
Article 23, Section A: Education & Learning	\$52,586,719	Favorable Action	11-1-0	3/25/2014
Article 23, Section B: Public Safety	\$14,684,195	Favorable Action	12-0-0	3/25/2014
Article 23, Section C: Public Works	\$6,853,866	Favorable Action	11-1-0	3/25/2014
Article 23, Section D: Health and Community Services	\$2,099,328	Favorable Action	11-1-0	3/25/2014
Article 23, Section E Administrative Support Services	\$5,347,461	Favorable Action	11-1-0	3/25/2014
Article 23, Section F: Committees and Commissions	\$27,860	Favorable Action	11-1-0	3/25/2014
Article 23, Section G: Shared Expenses	\$38,305,204	Favorable Action	10-2-0	3/25/2014
Article 23, Section H (Motion 1): Water/Sewer Enterprise Fund	\$11,895,288	Favorable Action	11-1-0	3/25/2014
Article 23, Section H (Motion 2): Water/Sewer Enterprise Fund Indirect Cost Allocations	\$2,207,400	Favorable Action	12-0-0	3/25/2014
Article 23, Section I (Motion 1): Sassamon Trace Enterprise Fund	\$868,373	Favorable Action	11-1-0	3/25/2014
Article 23, Section I (Motion 2): Water/Sewer Enterprise Fund Indirect Cost Allocations	\$34,087	Favorable Action	11-1-0	3/25/2014

1 Shaded amounts shown in the table are indirect cost allocations that are appropriated from the General Fund, and are already included in the applicable motions under this Article. However, Town Meeting must vote to approve these allocations. For this reason, the shaded amounts in this column are not added to the remaining amounts when calculating the total amount proposed for appropriation under Article 23.

Motion A: Education and Learning

Motion A was moved by Mr. Freedman, seconded by Mr. Everett.

Motion A: Education and Learning

Motion A was moved by Mr. Freedman, seconded by Mr. Everett.

Motions for Article 23, Section A: Education & Learning

Motion for Section A under Article 23:	
Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the departments shown under the associated categories, said funds are to be expended under the direction of each Department Head or Director:	
Natick Public Schools	51,494,817
Salaries & Expenses	
Total Natick Public Schools	\$ 51,494,817
South Middlesex Regional Vocational Technical School (Joseph P. Keefe Technical School)	
Expenses (Assessment)	\$ 1,091,902
Total South Middlesex Regional Vocational Technical School (Joseph P. Keefe Technical School)	\$ 1,091,902
Motion Total	\$ 52,586,719
And that the above Total Budget Amount be raised from the following sources:	
Tax Levy of Fiscal Year 2015	\$ 52,586,719
	\$ 52,586,719

Dr. Sanchioni spoke to this article. He introduced his staff members and gave a presentation on the FY 2015 budget. Superintendent Evans from the South Middlesex Vocational Technical School (Joseph P. Keefe Technical School) also introduced his staff and gave a presentation on his budget.

Motion A under Article 23 passed by majority vote.

Motion for Section B: Public Safety

Motion B was moved by Mr. Everett, seconded by Mr. Freedman.

Motion for Section B under Article 23:	
Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the departments shown under the associated categories, said funds are to be expended under the direction of each Department Head or Director:	
Emergency Management	
Expenses	\$ 35,600
Total Emergency Management	\$ 35,600
Parking Enforcement	
Salaries	\$ 51,114
Expenses	\$ 77,040
Total Parking Enforcement	\$ 128,154
Police	
Salaries	\$ 6,390,831
Expenses	\$ 208,838
Other Chgs. & Expenses	\$ 7,500
Total Police	\$ 6,607,169
Fire	
Salaries	\$ 7,692,922
Expenses	\$ 220,350
Total Fire	\$ 7,913,272
Motion Total	\$ 14,684,195
And that the above Total Budget Amount be raised from the following sources:	
Tax Levy of Fiscal Year 2015	\$ 14,604,195
Parking Meter Revenues	\$ 80,000
	\$ 14,684,195

Motion B under Article 23 passed by majority vote.

Motion for Section C: Public Works

Motion C was moved by Mr. Everett, seconded by Mr. Freedman.

Motion for Section C under Article 23:	
Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the departments shown under the associated categories, said funds are to be expended under the direction of each Department Head or Director:	
Department of Public Works	
Salaries	\$ 3,368,673
Expenses	\$ 1,881,769
Municipal Energy	\$ 1,453,424
Snow & Ice	\$ 150,000
Total Department of Public Works	\$ 6,853,866
Motion Total	
	\$ 6,853,866
And that the above <u>Total Budget Amount</u> be raised from the following sources:	
Tax Levy of Fiscal Year 2015	\$ 6,853,866
	\$ 6,853,866

Motion C under Article 23 passed by majority vote.

Motion for Section D: Health and Community Services

Motion D was moved by Mr. Everett, seconded by Mr. Freedman.

Motion for Section D under Article 23:	
Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the departments shown under	
Community Services	
Salaries	\$ 1,215,339
Expenses	\$ 425,457
Total Community Services	\$ 1,640,796
Board of Health	
Salaries	\$ 408,582
Expenses	\$ 34,950
Other Changes & Expenditures	\$ 15,000
Total Board of Health	\$ 458,532
Motion Total	
	\$ 2,099,328
And that the above <u>Total Budget Amount</u> be raised from the following sources:	
Tax Levy of Fiscal Year 2015	\$ 2,099,328
	\$ 2,099,328

Motion D under Article 23 passed by majority vote.

Motion for Section E: Administrative Support Services

Motion E was moved by Mr. Everett, seconded by Mr. Freedman.

Motion for Section E under Article 23:

Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the departments shown under the associated categories, said funds are to be expended under the direction of each Department Head or Director:

Board of Selectmen

Salaries	\$ 858,496
Expenses	\$ 277,250
Other Charges & Expenditures	\$ 18,357
Contract Settlements	\$ -
Recruitment	\$ -

Total Board of Selectmen **\$ 1,154,103**

Personnel Board

Other Charges & Expenditures	\$ 1,000
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Total Personnel Board **\$ 1,000**

Town Report

Professional Services	\$ 5,500
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Total Town Report **\$ 5,500**

Legal

Expenses	\$ 302,800
Other Charges & Expenditures	\$ 10,000

Total Legal Services **\$ 312,800**

Finance

Salaries	\$ 1,165,181
Expenses	\$ 314,800
Other Charges & Expenditures	\$ 75,000

Total Finance **\$ 1,554,981**

Motion continued on next Page --->

Information Technology

Salaries	\$ 315,863
Expenses	\$ 441,800
Other Chgs. & Expenditures	\$ 357,000

Total Information Technology **\$ 1,114,663**

Town Clerk

Salaries	\$ 232,443
Expenses	\$ 22,150

Total Town Clerk **\$ 254,593**

Elections

Salaries (Registrars)	\$ 50,570
Expenses (Registrars)	\$ 48,600

Total Elections **\$ 99,170**

Sealer of Weights & Measures

Salaries	\$ 14,659
Expenses	\$ 875

Total Sealer Weights/Meas. **\$ 15,534**

Community Development

Salaries	\$ 811,306
Expenses	\$ 23,811

Total Community Development **\$ 835,117**

Motion Total

\$ 5,347,461

And that the above Total Budget Amount be raised from the following sources:

Tax Levy of Fiscal Year 2015	\$ 5,347,461
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\$ 5,347,461

Motion E under Article 23 passed by majority vote.

Motions for Section F: Committees and Commissions

Motion F was moved by Mr. Everett, seconded by Mr. Freedman

Motion for Section F under Article 23:	
Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the departments shown under the associated categories, said funds are to be expended under the direction of each Department Head or Director:	
Finance Committee	
Expenses	\$ 23,800
Total Finance Committee	\$ 23,800
Commission on Disability	
Expenses	\$ 1,810
Total Commission on Disability	\$ 1,810
Natick Cultural Council	
Expenses	\$ 700
Total Natick Cultural Council	\$ 700
Historical Commission	
Expenses	\$ 1,000
Total Historical Commission	\$ 1,000
Historic District Commission	
Expenses	\$ 550
Total Historic District Commission	\$ 550
Motion Total	\$ 27,860
And that the above <u>Total Budget Amount</u> be raised from the following sources:	
Tax Levy of Fiscal Year 2015	\$ 27,860
	\$ 27,860

Motion F under Article 23 passed by majority vote.

Motions for Article 23, Section G: Shared Expenses (Unclassified)

Motion G was moved by Mr. Everett, seconded by Mr. Freedman.

Motion for Section G under Article 23:	
Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of funding the accounts and funds shown below, said funds are to be expended under the direction of the following officials or committees: Employee Fringe Benefits - Town Administrator; Property and Liability Insurance - Town Administrator; Contributory Retirement System Pension Liability – Collector/Treasurer; Non Contributory Retirement Pension Liability - Comptroller; Debt Service - Collector/Treasurer; Reserve Fund – Finance Committee; Facilities Management - Town Administrator & Superintendent of Public Schools.	
Employee Fringe	
Other Personnel Services	\$ 15,777,574
Other Personnel Services - Merit / Performance	\$ 157,500
Total Employee Fringe	\$ 15,935,074
Property & Liability Insurance	
Purchased Services	\$ 615,300
Total Prop. & Liab. Insurance	\$ 615,300
Contributory Retirement	
Pension Assessment	\$ 7,079,771
Total Contributory Retirement	\$ 7,079,771
Non-Contributory Retirement	
Pensions	\$ 41,496
Total Non-Contributory Retirement	\$ 41,496
Debt Service	
Leased Equipment	\$ 82,000
Principal	\$ 8,491,268
Interest	\$ 2,743,691
Total Debt Service	\$ 11,316,959
Reserve Fund	
Other Charges	\$ 300,000
Total Reserve Fund	\$ 300,000
Facilities Management	
Salaries	\$ 2,515,220
Expenses	\$ 501,384
Total Facilities Management	\$ 3,016,604
Motion Total	\$ 38,305,204
And that the above <u>Total Budget Amount</u> be raised from the following sources:	
Tax Levy of Fiscal Year 2015	\$ 10,656,745
State Aid	\$ 10,993,292
Local Receipts	\$ 11,120,563
Free Cash	\$ 1,500,000
Overlay Surplus	\$ 500,000
Title V Septic	\$ 7,684
Water-Sewer User Fees	\$ 2,207,400
Golf User Fees	\$ 34,087
Capital Stabilization Fund	\$ 1,055,508
Premiums	\$ 106,758
School Building Assistance	\$ 123,167
	\$ 38,305,204

Motion G under Article 23 passed by two-thirds vote.

Motions for Section H: Water/Sewer Enterprise

Motion 1 under Section H was moved by Mr. Everett, seconded by Mr. Freedman

Motion 1 for Water/Sewer Enterprise Fund - Section H under Article 23:	
Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the departments shown under the associated categories, said funds are to be expended under the direction of each Department Head or Director:	
Water & Sanitary Sewer Operations	
Salaries	\$ 1,837,255
Expenses	\$ 6,491,188
Other - Chgs. & Expenditures	\$ 4,788,550
Total Sanitary Sewer	\$ 8,328,443
Utility Billing	
Salaries	\$ 99,090
Expenses	\$ 129,950
Total Utility Billing	\$ 229,040
Fringe Benefits	
Other Personal Services	\$ 432,164
Other - Chgs. & Expenditures	\$ 259,925
Total Benefits	\$ 692,089
Water & Sewer Debt Service	
Principal	\$ 1,914,138
Interest	\$ 531,578
New Debt Service	\$ -
Total Debt Service	\$ 2,445,716
Water & Sewer Reserve Fund	
Expenses	\$ 200,000
Total W & S Reserve Fund	\$ 200,000
Motion Total	\$ 11,895,288
And that the above <u>Total Budget Amount</u> be raised from the following sources:	
Water-Sewer User Fees	\$ 11,895,288
	\$ 11,895,288

Motion 1 of Section H under Article 23 passed by majority vote.

Motion 2 under Section H was moved by Mr. Everett, seconded by Mr. Freedman.

Water/Sewer Indirect Cost Allocations - Motion 2 under Section H Article 23:	
Move that the Town vote to approve the following indirect cost allocations raised in the General Fund:	
PERCENTAGE ALLOCATIONS	TOTAL
DPW ADMINISTRATION	\$ 136,047
BUILDING MAINTENANCE	44,800
ENGINEERING SERVICES	344,478
GIS SERVICES	(66,936)
EQUIPMENT MAINTENANCE	350,305
HIGHWAY MAINTENANCE	349,374
PUBLIC SAFETY	124,992
FINANCIAL / ADMINISTRATIVE	563,621
PROPERTY INSURANCE	235,270
ENERGY	125,449
SUBTOTAL - GENERAL FUND	2,207,400
And that the Sum of \$2,207,400 appropriated in the General Fund be raised from the following source:	
Water-Sewer User Fees	\$ 2,207,400
(See Motion for Section G, Article 23: Shared Expenses (Unclassified))	\$ 2,207,400

Motion 2 of Section H under Article 23 passed by majority vote.

Motions for Section I: Sassamon Trace Enterprise Fund

Motion 1 under Section I was moved by Mr. Everett, seconded by Mr. Freedman.

Motion 1 for Sassamon Trace Enterprise Fund - Section I under Article 23:	
Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the departments shown under the associated categories, said funds are to be expended under the direction of each Department Head or Director:	
Sassamon Trace Operations	
Salaries	\$ 279,013
Expenses	\$ 286,611
Total GC Operations	\$ 565,623
Sassamon Trace Fringe Benefits	
Other Personal Services	\$ 29,972
Other - Chgs. & Expenditures	\$ 4,816
Total GC Fringe Benefits	\$ 34,788
Sassamon Trace Debt Service	
Principal	\$ 218,040
Interest	\$ 49,922
Total GC Debt Service	\$ 267,962
Motion Total	\$ 868,373
And that the above <u>Total Budget Amount</u> be raised from the following sources:	
Tax Levy of Fiscal Year 2015	\$ 309,087
Golf User Fees	\$ 524,286
Golf Retained Earnings	\$ 35,000
	\$ 868,373

Motion 1 in Section I under Article 23 passed by majority vote.

Motion 2 in Section I was moved by Mr. Everett, seconded by Mr. Freedman.

Motion 2 for Sassamon Trace Enterprise Fund - Section I under Article 23:	
Move that the Town vote to approve the following Indirect cost allocations raised in the General Fund:	
PERCENTAGE ALLOCATIONS	TOTAL
LF & NR	\$ 7,372
RECREATION	\$ 9,041
TOWN ADMINISTRATOR	\$ 3,237
FINANCE	\$ 5,725
PROPERTY INSURANCE	\$ 5,882
GASOLINE/DIESEL	\$ 2,830
SUBTOTAL - GENERAL FUND	34,087
And that the Sum of \$34,087 appropriated in the General Fund be raised from the following source:	
Golf User Fees	\$ 34,087
(See Motion for Section G, Article 23: Shared Expenses (Unclassified))	\$ 34,087

Motion 2 in Section I under Article 23 passed by majority vote.

Mr. Sidney moved, seconded by Mr. Gath to adjourn. *The motion to adjourn passed by majority vote.*

The meeting adjourned at 10:17 PM until Thursday, May 1st at 7:30 PM.

A record of the Third Session of 2014 Spring Annual Town Meeting
April 29, 2014

Diane Packer, Town Clerk

2014 Spring Annual Town Meeting
Fine and Performing Arts Center
Natick High School
May 1, 2014
Fourth Session

The Fourth Session of the 2014 Spring Annual Town Meeting was called to order at 7:45 PM by the Town Moderator, Frank W. Foss, who declared a quorum present. The Moderator welcomed residents, taxpayers, town officials, Town Meeting Members and interested parties to the Fourth Session of 2014 Spring Annual Town Meeting. The Moderator asked that all recently elected or appointed members of Town Meeting who have not yet been sworn in stand to take the oath of office. The meeting stood for the Pledge of Allegiance and a moment of silence in recognition of all the men and women serving on our behalf throughout the world.

The Moderator introduced the officials present on the stage and in the well of the auditorium. The following people were present: Diane Packer, Town Clerk; Jonathan Freedman, Finance Committee Chair; James Everett, Finance Committee Secretary; Martha White, Town Administrator; John Flynn, Town Counsel; and Joshua Ostroff, Chair of the Board of Selectmen.

The Moderator reviewed the general rules and procedures of Town Meeting. He indicated that all residents and taxpayers of the town and town officers and employees, whether or not residents, have the same right to speak as Town Meeting Members; however they do not have the right to submit motions for consideration at Town Meeting, nor vote on any matter before Town Meeting. Non-residents may only speak at Town Meeting after approval by Town Meeting Members. The proceedings of Town Meetings shall be governed by **Town Meeting Time**, the Town of Natick Home Rule Charter, the Natick By-Laws and the General Laws of the Commonwealth of Massachusetts.

No person shall speak upon any article more than once when any other person desires to be heard, nor more than twice on the same question without permission of Town Meeting; and no person shall speak more than ten (10) minutes at one time without permission of Town Meeting. Consistent with the Natick By-Laws, any person having a monetary or equitable interest in any matter under discussion at a Town Meeting, and any person employed by another having such an interest, shall disclose the fact of his/her interest or employment before speaking thereon.

The Moderator made several announcements regarding upcoming community wide events and volunteer opportunities. The Moderator announced that the body would begin with consideration of Article 17 that had previously been postponed until May 1.

Prior to taking up consideration of Article 17 Ms. White introduced the new Director of the Department of Public Works, Don Ouelette.

ARTICLE 17: Committee Article (Board of Selectmen)

To see if the Town will vote to receive the reports of town officers, boards, and committees; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION: *By a vote of 12-0-0 on February 27, 2014, the Finance Committee recommends **Favorable Action** with regard to the subject of Article 17.*

MOTIONS (requires majority vote):

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to receive the report of the Community Services Department.

This motion under Article 17 passed by majority vote. Ms. Jemma Lambert presented a report on the finding of the Community Services Department Civic Engagement Initiative.

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to receive the report of the Economic Development Committee.

This motion under Article 17 passed by majority vote. Mr. Paul Joseph made a presentation on the Economic Development Committee.

ARTICLE 24: Morse Institute Library Fiscal 2015 Budget (Town Administrator)

To see what sum of money the Town will vote to raise and appropriate, or otherwise provide, for the maintenance and operation of the Morse Institute Library, for Fiscal Year 2015 (July 1, 2014 through June 30, 2015); or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION: *By a vote of 13-0-0 on March 4, 2014, the Finance Committee recommends **Favorable Action** with regard to the subject of Article 24, and that the sum of \$2,087,264 be appropriated from the Tax Levy.*

MOTION (requires majority vote):

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to appropriate the Total Budget Amount shown below to be expended under the direction of the Morse Institute Board of Trustees for the operation of the Morse Institute Library, for the Fiscal Year July 1, 2014 through June 30, 2015.

Morse Institute Library	
Salaries & Expenses	\$2,087,264
Total Morse Institute Library	\$2,087,264

And that the above Total Budget Amount be raised from the following sources:

Tax Levy of Fiscal Year 2015	\$2,087,264
	\$2,087,264

Ms. Stetson spoke to this article. **The main motion under Article 24 passed by majority vote.**

ARTICLE 25: Bacon Free Library Fiscal 2015 Budget (Town Administrator)

To see what sum of money the Town will vote to raise and appropriate, or otherwise provide, for the maintenance and operation of the Bacon Free Library, for Fiscal Year 2015 (July 1, 2014 through June 30, 2015); or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION: *By a vote of 13-0-0 on March 4, 2014, the Finance Committee recommends **Favorable Action** with regard to the subject of Article 25, and that the sum of \$152,446 be appropriated from the Tax Levy.*

MOTION (requires majority vote):

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to appropriate the Total Budget

Amount shown below to be expended under the direction of the Bacon Free Library Committee for the operation of the Bacon Free Library, for the Fiscal Year July 1, 2014 through June 30, 2015.

Bacon Free Library	
Salaries & Expenses	\$152,446
Total Bacon Free Library	\$152,446

And that the above Total Budget Amount be raised from the following sources:

Tax Levy of Fiscal Year 2015	\$152,446
	\$152,446

Mr. John Donovan, a Town Meeting member from Precinct 4 and Chairman of the Board of Trustees of the Bacon Free Library spoke to this article. **The main motion under Article 25 passed by majority vote.**

ARTICLE 26: School Bus Transportation Subsidy (Superintendent of Schools)

To see if the Town will vote to appropriate and raise, or transfer from available funds, a sum of money for the purpose of operation and administration of the school bus transportation system, and to reduce or offset fees charged for students who elect to use the school bus transportation system for transportation to and from school; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION: *By a vote of 13-0-0 on March 11, 2014, the Finance Committee recommends **Favorable Action** with regard to the subject of Article 26, and that the sum of \$360,750 be appropriated from the Tax Levy.*

MOTION (requires majority vote):

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to appropriate the sum of \$360,750 from the Tax Levy for the purpose of operation and administration of the school bus transportation system for FY 2015, and to reduce or offset fees charged for students who elect to use the school bus transportation system for transportation to and from school, said funds to be expended under the direction of the Natick School Committee.

Dr. Sanchioni spoke to this article. **The main motion under Article 26 passed by majority vote.**

ARTICLE 27: Stabilization Fund (Town Administrator)

To see if the Town will vote to appropriate a sum of money from available funds for the purpose of supplementing the stabilization fund established under Article 22 of the warrant for Annual Town Meeting of 1961, as authorized by Chapter 40, Section 5B of the General Laws, as amended; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION: *By a vote of 10-0-0 on March 18, 2014, the Finance Committee recommends **No Action** with regard to the subject of Article 27.*

MOTION (requires majority vote):

Moved by Mr. Everett seconded by Mr. Freedman that no action be taken on this article.

The Town Administrator spoke to Articles 27, 28 and 29 at this time. **The motion to take no action under Article 27 passed by majority vote.**

ARTICLE 28: Capital Stabilization Fund (Town Administrator)

To see if the Town will vote to appropriate a sum of money from available funds for the purpose of supplementing the Capital Stabilization Fund established under Article 2 of the warrant for Fall Annual Town Meeting of 2010, as authorized by Chapter 40, Section 5B of the General Laws, as amended; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION: *By a vote of 10-0-0 on March 18, 2014, the Finance Committee recommends **No Action** with regard to the subject of Article 28.*

MOTION (requires majority vote):

Moved by Mr. Everett seconded by Mr. Freedman that no action be taken on this article.

The motion to take no action under Article 28 passed by majority vote.

ARTICLE 29: Operational/Rainy Day Stabilization Fund (Town Administrator)

To see if the Town will vote to appropriate a sum of money from available funds for the purpose of supplementing the Operational Stabilization Fund established by vote of the 2011 Spring Annual Town Meeting under Article 4, as authorized by Chapter 40, Section 5B of the General Laws, as amended; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION: *By a vote of 10-0-0 on March 18, 2014, the Finance Committee recommends **No Action** with regard to the subject of Article 29.*

MOTION (requires majority vote):

Moved by Mr. Everett seconded by Mr. Freedman that no action be taken on this article.

The motion to take no action under Article 29 passed by majority vote.

ARTICLE 30: Establish Inflow & Infiltration Stabilization Fund (Town Administrator)

To see if the Town will vote to create an Inflow and Infiltration Stabilization Fund for the purpose of funding upgrades to Town sewer lines to reduce inflow and infiltration, as authorized by Chapter 40, Section 5B of the General Laws, as amended; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION: *By a vote of 10-0-0 on February 18, 2014, the Finance Committee recommends **Favorable Action** with regard to the subject of Article 30.*

MOTION (requires majority vote):

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to create an Inflow and Infiltration Stabilization Fund for the purpose of funding repairs to and replacement of sewer lines to reduce inflow and infiltration into the Town's sewer system, or debt-service payment related thereto, in accordance with Chapter 40, Section 5B of the General Laws, as amended.

Ms. White spoke to this article. **The main motion under Article 30 passed by majority vote.**

ARTICLE 31: Establish One-to-One Technology Stabilization Fund (Town Administrator)

To see if the Town will vote to create a One-to-One Technology Stabilization Fund for the purpose of funding the One-to-One Technology Program in the Natick Public School System, as authorized by Chapter 40, Section 5B of the General Laws, as amended; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION: *By a vote of 13-0-0 on March 11, 2014, the Finance Committee recommends **Favorable Action** with regard to the subject of Article 31.*

MOTION (requires majority vote):

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to create a One-to-One Technology Stabilization Fund for the purpose of funding the one-to-one technology program for Natick High School students, in accordance with Chapter 40, Section 5B of the General Laws, as amended.

Ms. White and Dr. Sanchioni and spoke to this article. Mr. Coffey moved, seconded by Ms. Foss to refer this article to the Town Administrator. The moderator said that both the positive motion and the referral motion would be discussed at the same time. Town Meeting voted on the referral motion first. The referral motion failed. **The main motion under Article 31 passed by majority vote.**

ARTICLE 32: Other Post-Employment Benefits (OPEB) Fund (Town Administrator)

To see if the Town will vote to appropriate a sum of money from available funds for the purpose of funding the Other Post-Employment Benefits Liability Trust Fund authorized by vote of the 2011 Fall Annual Town Meeting under Article 8 pursuant to the provisions of Chapter 32B, Section 20 of the General Laws, as amended; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION: *By a vote of 10-0-0 on February 18, 2014, the Finance Committee recommends **No Action** with regard to the subject of Article 32.*

MOTION (requires majority vote):

Moved by Mr. Everett seconded by Mr. Freedman that no action be taken on this article.

The motion to take no action under Article 32 passed by majority vote.

ARTICLE 33: Establish Revolving Fund: Regional Coalition Tobacco Control Program (Town Administrator)

To see if the Town will vote pursuant to Chapter 44, Section 53E1/2 of the Massachusetts General Laws, to establish a Tobacco Control Program Revolving Fund in order to utilize money received by the Town of Natick through grants, retail tobacco dealer permit fees and fines in order to implement the terms of the regional grant received from the Metrowest Health Foundation and to administer programs and enforcement with the goal of reducing tobacco use throughout the community; further, to authorize the Public Health Director, under the supervision of the Board of Health, to expend money from such revolving fund; and to limit the total amount which may be expended from such fund up to and including \$25,000 during the fiscal year beginning July 1, 2014; or take other action relative thereto; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION: *By a vote of 9-1-0 on February 18, 2014, the Finance Committee recommends **Favorable Action** with regard to the subject of Article 33.*

MOTION (requires majority vote):

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote pursuant to Chapter 44, Section 53E1/2 of the Massachusetts General Laws, to establish a Regional Coalition Tobacco Control Program Revolving Fund, utilizing money received through grants, retail tobacco dealer permit fees and fines in order to implement the terms of the regional grant received in fiscal year 2014 from the Metrowest Health Foundation and to administer programs and enforcement with the goal of reducing tobacco use throughout the community; further, to authorize the Public Health Director, under the supervision of the Board of Health, to expend funds from said Revolving Fund, and to limit the total amount which may be to expended from such fund up to and including \$25,000 during the fiscal year beginning July 1, 2014.

Mr. Jim White spoke to this article. **The main motion under Article 33 passed by majority vote.**

ARTICLE 34: Re-authorization of Revolving Funds (Town Administrator)

To see if the Town will vote to authorize the use of revolving funds previously established pursuant to votes of Town Meeting; to determine: 1) the programs and purposes for which each such revolving fund may be expended; 2) the departmental receipts which shall be credited to each such revolving fund; 3) the board, department or officer authorized to expend money from each such revolving fund; and 4) a limit on the total amount which may be expended from each such revolving fund in the fiscal year which begins on July 1, 2014; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION:

By seven separate votes on February 18, 2014, the Finance Committee recommends Favorable Action with regard to the subject of Article 34. The recommendations for each of the revolving funds pursuant to this Article are located below.

Motion	Fund	Authorization FY 2014	Recommended Authorization FY 2015	Starting Balance 7/01/2013	Revenues	Expenditures	Balance 3/15/2014
A	Council on Aging Transportation	\$15,000	\$15,000	\$6,424	\$114	\$3,059	\$3,480
B	DPW Surplus Vehicle/Purchase Acct	\$40,000	\$80,000	\$115,250	\$9,968	\$7,471	\$117,747
C	Morse Institute Library Materials	\$85,000	\$85,000	\$728	\$38,442	\$17,344	\$21,826
D	Morse Institute Library Equipment & Maintenance	\$25,000	\$25,000	\$1,016	\$8,350	\$8,461	\$905
E	Community-Senior Center Equipment & Maintenance	\$75,000	\$75,000	\$33,610	\$35,981	\$24,630	\$44,961
F	Board of Health Immunization	\$40,000	\$40,000	\$43,723	\$6,448	\$14,674	\$35,497
G	Community-Senior Center Programs	\$95,000	\$95,000	\$2,614	\$29,654	\$21,174	\$11,093

MOTION A (Majority vote required):

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to authorize the Council on Aging Director, with oversight by the Council on Aging, to expend up to and including \$15,000 during the fiscal year beginning July 1, 2014 for the purpose of operating a subsidized transportation program for senior citizens, pursuant to Chapter 44 §53E½ of the Massachusetts General Laws, from the revolving fund established by vote of the April 1995 Annual Town Meeting under Article 27 for receipts received in connection with the subsidized transportation program.

Ms. White spoke to all of the motions under this article at this time.

The Motion A under Article 34 passed unanimously.

MOTION B (Majority vote required):

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to authorize the Department of Public Works to expend up to and including \$80,000 during the fiscal year beginning July 1, 2014 under the direction of the Department of Public Works and the Town Administrator in order to utilize revenue from

the sale of surplus vehicles to fund the purchase of vehicles and equipment at auction pursuant to Chapter 44 §53E½ of the Massachusetts General Laws, from the revolving fund established by vote of the April 2005 Annual Town Meeting under Article 17.

Motion B under Article 34 passed by majority vote.

MOTION C (Majority vote required):

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote, pursuant to Chapter 44, Section 53E½ of the Massachusetts General Laws, to authorize the Morse Institute Library Director, under the supervision of the Library Trustees, to expend up to and including \$85,000 for the fiscal year beginning July 1, 2014, in order to utilize revenues collected from fines for overdue materials, and from charges for lost or damaged materials, for the purpose of purchasing new books and other related materials, from the revolving fund established by vote of the 2006 Spring Annual Town Meeting under Article 19.

Motion C under Article 34 passed unanimously.

MOTION D (Majority vote required):

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote, pursuant to Chapter 44, Section 53E½ of the Massachusetts General Laws, to authorize the Morse Institute Library Director, under the supervision of the Library Trustees, to expend up to and including \$25,000 for the fiscal year beginning July 1, 2014, in order to utilize revenues collected from rental of facilities at the Morse Institute Library for the purpose of maintenance and repair of Library facilities and equipment and purchase of equipment for the Library, from the revolving fund established by vote of the 2006 Spring Annual Town Meeting under Article 20.

Motion D under Article 34 passed by majority vote.

MOTION E (Majority vote required):

Move that the Town vote, pursuant to Chapter 44, Section 53E½ of the Massachusetts General Laws, to authorize the Community Services Director, under the supervision of the Town Administrator, to expend up to and including \$75,000 for the fiscal year beginning July 1, 2014, in order to utilize money received from building rental fees and donations for the purpose of funding maintenance of the Community-Senior Center and improvement projects for such building, from the revolving fund established by vote of the 2008 Spring Annual Town Meeting under Article 28.

Motion E under Article 34 passed by majority vote.

MOTION F (Majority vote required):

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote, pursuant to Chapter 44, Section 53E½ of the Massachusetts General Laws, to authorize the Director of Public Health, under the supervision of the Board of Health, expend up to and including \$40,000 during the fiscal year beginning July 1, 2014, in order to utilize money received from Medicare, Medicaid and health insurance reimbursements from the Board of Health's annual flu clinics for the purpose of providing subsidized funding for future flu clinics, children and adult immunization programs, pandemic and emergency preparedness, from the revolving fund established by vote of the 2011 Spring Annual Town Meeting under Article 20.

Motion F under Article 34 passed unanimously.

MOTION G (Majority vote required):

Moved by Mr. Freedman, seconded by Mr. Everett that the Town vote, pursuant to Chapter 44, Section 53E½ of the Massachusetts General Laws, to authorize the Community Services Director and the Director of Human Services/Council on Aging, under the supervision of the Council on Aging, to expend up to and including \$95,000 during the fiscal year beginning July 1, 2014, in order to utilize money received from participants in programs and activities for the purpose of funding said programs and activities at the Community-Senior Center, from the revolving fund established by vote of the 2012 Fall Annual Town Meeting under Article 15.

Motion G under Article 34 passed by majority vote.

ARTICLE 35: Capital Equipment (Town Administrator)

To see if the Town will vote to appropriate and raise, or otherwise provide, a sum of money as may be required for capital equipment for the various departments of the Town of Natick; to determine whether this appropriation shall be raised by borrowing or otherwise; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION: *By a vote of 12-2-0 on March 20, 2014, the Finance Committee recommends **Favorable Action** with regard to the subject of Article 35, and that the sum of \$1,954,000 be appropriated as noted in the motions.*

Article 35 - Capital Equipment - 2014 Spring Annual Town Meeting

Motion A was moved by Mr. Everett, seconded by Mr. Freedman.

MOTION A: (Two-thirds vote required)

Move that the Town vote to appropriate the sum of \$819,000 to be expended under the direction of the Natick Public Schools for the purpose of replacing a truck and 1:1 computers, under the direction of the Police Department for the purpose of replacing two (2) police cruisers, a dictation system, laptop computers, police mobility vehicle, and furniture, under the direction of the Fire Department for the purpose of replacing turnout gear, thermal imaging cameras, and multi gas meters, under the direction of the Public Works Department for the purpose of replacing vehicle M-1, and asphalt roller H-68, and under the direction of the Facilities Department for the purpose of replacing DPW garage heaters, and relocating solar panel meters, individually shown as items 2, 3, 4, 5, 6, 7, 8, 10, 11, 12, 13, 16, 18, and 19 shown in Table A below, and that to meet this appropriation the sum of \$819,000 be raised from the Capital Stabilization Fund.

TABLE A - MOTION A: Article 35 - Capital Equipment - 2014 Spring Annual Town Meeting

Item #	Department	Item	Funding Source	Amount
2	Public Schools	Replace NSD-84 (Truck with Plow and Sander)	Capital Stab. Fund	\$ 45,000
3	Public Schools	Computer Replacement 1:1 Technology	Capital Stab. Fund	\$ 400,000
4	Police	Cruiser Replacement	Capital Stab. Fund	\$ 80,000
5	Police	Dictation System Replacement	Capital Stab. Fund	\$ 30,000
6	Police	Replace Laptops	Capital Stab. Fund	\$ 13,500
7	Police	Police Mobility Vehicle	Capital Stab. Fund	\$ 10,000
8	Police	Replace Furniture	Capital Stab. Fund	\$ 10,000
10	Fire	Replace Turnout Gear	Capital Stab. Fund	\$ 75,000
11	Fire	Replace Thermal imaging Cameras	Capital Stab. Fund	\$ 30,000
12	Fire	Replace Multi Gas Meters	Capital Stab. Fund	\$ 30,000
13	Public Works	Replace M-1 (Deputy Director Vehicle)	Capital Stab. Fund	\$ 28,500
16	Public Works	Replace H-68 One Ton Asphalt Roller	Capital Stab. Fund	\$ 22,000
18	Facilities	DPW Garage Heater Replacement	Capital Stab. Fund	\$ 30,000
19	Facilities	Relocate Meters at Solar Panels	Capital Stab. Fund	\$ 15,000

Appropriation under Article 35: MOTION A \$ 819,000

Ms. White gave a presentation on Articles 35 and 36 at this time. Mr. Lista moved, seconded by Mr. Linehan to suspend the “three question” rule on Article 35. The motion prevailed 37 to 34.

Mr. Pierce called for a quorum call. There was no quorum present.

Mr. Pierce moved, seconded by Mr. Freedman to adjourn. **The meeting adjourned at 9:51 PM until Tuesday, May 6th at 7:30 PM.**

A record of the Fourth Session of 2014 Spring Annual Town Meeting

May 1, 2014

s/Diane Packer, Town Clerk

**2014 Spring Annual Town Meeting
Fine and Performing Arts Center**

Natick High School

May 6, 2014

Fifth Session

The Fifth Session of the 2014 Spring Annual Town Meeting was called to order at 7:45 PM by the Town Moderator, Frank W. Foss, who declared a quorum present. The Moderator welcomed residents, taxpayers, town officials, Town Meeting Members and interested parties to the Fifth Session of 2014 Spring Annual Town Meeting. The Moderator asked that all recently elected or appointed members of Town Meeting who have not yet been sworn in stand to take the oath of office. There were none. The meeting stood for the Pledge of Allegiance and a moment of silence in recognition of all the men and women serving on our behalf throughout the world.

The Moderator introduced the officials present on the stage and in the well of the auditorium. The following people were present: Diane Packer, Town Clerk; Jonathan Freedman, Finance Committee Chair; James Everett, Finance Committee Secretary; Martha White, Town Administrator; Brandon Moss, Town Counsel; and Joshua Ostroff, Chair of the Board of Selectmen.

The Moderator reviewed the general rules and procedures of Town Meeting. He indicated that all residents and taxpayers of the town and town officers and employees, whether or not residents, have the same right to speak as Town Meeting Members; however they do not have the right to submit motions for consideration at Town Meeting, nor vote on any matter before Town Meeting. Non-residents may only speak at Town Meeting after approval by Town Meeting Members. The proceedings of Town Meetings shall be governed by **Town Meeting Time**, the Town of Natick Home Rule Charter, the Natick By-Laws and the General Laws of the Commonwealth of Massachusetts.

No person shall speak upon any article more than once when any other person desires to be heard, nor more than twice on the same question without permission of Town Meeting; and no person shall speak more than ten (10) minutes at one time without permission of Town Meeting. Consistent with the Natick By-Laws, any person having a monetary or equitable interest in any matter under discussion at a Town Meeting, and any person employed by another having such an interest, shall disclose the fact of his/her interest or employment before speaking thereon.

The Moderator made several announcements regarding upcoming community wide events and volunteer opportunities. The Moderator announced that the body would begin with Motion A under Article 35 and that the three question rule had been suspended for this article. Ms. White also gave a quick overview of capital prior to beginning consideration of Motion A, Article 35.

ARTICLE 35: Capital Equipment (Town Administrator)

To see if the Town will vote to appropriate and raise, or otherwise provide, a sum of money as may be required for capital equipment for the various departments of the Town of Natick; to determine whether this appropriation shall be raised by borrowing or otherwise; or otherwise act thereon.

Motion A had been moved by Mr. Everett, seconded by Mr. Freedman prior to adjournment on May 1st.

MOTION A: (Two-thirds vote required)

Move that the Town vote to appropriate the sum of \$819,000 to be expended under the direction of the Natick Public Schools for the purpose of replacing a truck and 1:1 computers, under the direction of the Police Department for the purpose of replacing two (2) police cruisers, a dictation system, laptop computers, police mobility vehicle, and furniture, under the direction of the Fire Department for the purpose of replacing turnout gear, thermal imaging cameras, and multi gas meters, under the direction of the Public Works Department for the purpose of replacing vehicle M-1, and asphalt roller H-68, and under the direction of the Facilities Department for the purpose of replacing DPW garage heaters, and relocating solar panel meters, individually shown as items 2, 3, 4, 5, 6, 7, 8, 10, 11, 12, 13, 16, 18, and 19 shown in Table A below, and that to meet this appropriation the sum of \$819,000 be raised from the Capital Stabilization Fund.

TABLE A - MOTION A: Article 35 - Capital Equipment - 2014 Spring Annual Town Meeting

Item #	Department	Item	Funding Source	Amount
2	Public Schools	Replace NSD-84 (Truck with Plow and Sander)	Capital Stab. Fund	\$ 45,000
3	Public Schools	Computer Replacement 1:1 Technology	Capital Stab. Fund	\$ 400,000
4	Police	Cruiser Replacement	Capital Stab. Fund	\$ 80,000
5	Police	Dictation System Replacement	Capital Stab. Fund	\$ 30,000
6	Police	Replace Laptops	Capital Stab. Fund	\$ 13,500
7	Police	Police Mobility Vehicle	Capital Stab. Fund	\$ 10,000
8	Police	Replace Furniture	Capital Stab. Fund	\$ 10,000
10	Fire	Replace Turnout Gear	Capital Stab. Fund	\$ 75,000
11	Fire	Replace Thermal imaging Cameras	Capital Stab. Fund	\$ 30,000
12	Fire	Replace Multi Gas Meters	Capital Stab. Fund	\$ 30,000
13	Public Works	Replace M-1 (Deputy Director Vehicle)	Capital Stab. Fund	\$ 28,500
16	Public Works	Replace H-68 One Ton Asphalt Roller	Capital Stab. Fund	\$ 22,000
18	Facilities	DPW Garage Heater Replacement	Capital Stab. Fund	\$ 30,000
19	Facilities	Relocate Meters at Solar Panels	Capital Stab. Fund	\$ 15,000

Appropriation under Article 35: MOTION A \$ 819,000

Discussion ensued on Motion A. Moved by Mr. Lista, seconded by Mr. Brown to amend the main motion as follows:

Move that the Town vote to appropriate the sum of \$723,500 to be expended under the direction of the Natick Public Schools for the purpose of 1:1 computers, under the direction of the Police Department for the purpose of replacing two (2) police cruisers, a dictation system, laptop computers, police mobility vehicle, and furniture, under the direction of the Fire Department for the purpose of replacing turnout gear, thermal imaging cameras, and multi gas meters, and under the direction of the Facilities Department for the purpose of replacing DPW garage heaters, and relocating solar panel meters, individually shown as items, 3, 4, 5, 6, 7, 8, 10, 11, 12, , 18, and 19 shown in Table A below, and that to meet this appropriation the sum of \$723,500 be raised from the Capital Stabilization Fund.

Discussion ensued on the amended motion. Mr. Hughes moved, seconded by Ms. Gloff to move the question and end debate on the amendment. **The motion to close debate on the amendment passed by two-thirds vote. The amendment to Motion A under Article 35 failed.** Debate continued on Motion A. **The main motion A under Article 35 passed by a two-thirds (2/3) vote.**

Motion B was moved by Mr. Everett, seconded by Mr. Freedman.

MOTION B: (two-thirds vote required)

Move that the Town vote to appropriate the sum of \$890,000 to be expended under the direction of the Natick

TABLE B, MOTION B: Article 35 - Capital Equipment - 2014 Spring Annual Town Meeting

Item #	Department	Item	Funding Source	Amount
1	Public Schools	Kennedy Middle School Portable Classrooms	Tax Levy Borrowing	\$ 215,000
9	Fire	Replace Ambulance #3	Tax Levy Borrowing	\$ 205,000
14	Public Works	Replace S-37 Hooklift and Chassis	Tax Levy Borrowing	\$ 230,000
15	Public Works	Replace S-38 Small Multi Body Truck	Tax Levy Borrowing	\$ 130,000
17	Facilities	Town Hall HVAC Rooftop Units	Tax Levy Borrowing	\$ 110,000

Appropriation under Article 35: MOTION B \$ 890,000

Discussion ensued on Motion B. **Motion B under Article 35 passed by two-thirds (2/3) vote.**

Motion C was moved by Mr. Everett seconded by Mr. Freedman.

MOTION C: (majority vote required)

Move that the Town vote to appropriate the sum of \$245,000 to be expended under the direction of the

TABLE C, MOTION C: Article 35 - Capital Equipment - 2014 Spring Annual Town Meeting

Item #	Department	Item	Funding Source	Amount
20	Water/Sewer	Replace Water Meter Transmitters	W/S Retained Earnings	\$ 100,000
21	Water/Sewer	Install Sewer Grinder Pump	W/S Retained Earnings	\$ 100,000
22	Water/Sewer	Replace W-4	W/S Retained Earnings	\$ 45,000

Appropriation under Article 35: MOTION C \$ 245,000

Motion C under Article 35 passed by majority vote.

ARTICLE 36: Capital Improvement (Town Administrator)

To see if the Town will vote to appropriate and raise, or otherwise provide, a sum of money to implement a Capital Improvement Program, to protect the physical infrastructure of the Town of Natick; to determine whether this appropriation shall be raised by borrowing or otherwise; or to otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION:

*By a vote of 9-0-0 on March 13, 2014, the Finance Committee recommends **Favorable Action** with regard to the subject of Article 36, and that the sum of \$3,784,100 be appropriated as noted in the motions.*

Motion A was moved by Mr. Everett, seconded by Mr. Freedman.

MOTION A: (Two-thirds vote required)

Move that the Town vote to appropriate the sum of \$559,100 to be expended under the direction of the Natick Public Schools for the purchase of studying Memorial Field Improvements, under the direction of the Department of Public Works for the purpose of field renovations and tree replacement, under the direction of the Community Services Department for thr purpose of studying recreation and parks fields, under the direction of the Town Administrator for the 911 Memorial, under the direction of the Finance Department for the purchase of cash management software, under the direction of the Information Technology Department for a network assessment, under the direction of the Facilities Department for purpose of the Wilson School parking expansion, and Town Hall carpet replacement, and under the direction of the South Middlesex Regional Vocational Technical School (Joseph P. Keefe Technical School) for the purpose of replacing the roof, individually shown as items 1, 4, 5, 6, 7, 8, 9, 10, 11, and 16 in the Table A below, and that to meet this appropriation the sum of \$559,100 be raised from the Capital Stabilization Fund.

TABLE A, MOTION A: Article 36 - Capital Improvement - 2014 Spring Annual Town Meeting

Item #	Department	Item	Funding Source	Amount
1	Public Schools	Memorial Field Improvements Feasibility Study	Capital Stab. Fund	\$ 50,000
4	Public Works	Field Renovations	Capital Stab. Fund	\$ 65,000
5	Public Works	Tree Replacement	Capital Stab. Fund	\$ 30,000
6	Comm. Serv.	Recreation and Parks Field Study	Capital Stab. Fund	\$ 50,000
7	Town Admin	911 Memorial	Capital Stab. Fund	\$ 20,000
8	Finance	Cash Management Software	Capital Stab. Fund	\$ 24,100
9	Info. Technology	Network Assessment	Capital Stab. Fund	\$ 60,000
10	Facilities	Wilson Parking Expansion	Capital Stab. Fund	\$ 50,000
11	Facilities	Town Hall Carpet Replacement	Capital Stab. Fund	\$ 30,000
16	Keefe Technical	Roof Replacement	Capital Stab. Fund	\$ 180,000

Appropriation under Article 36: MOTION A \$ 559,100

Mr. Connolly moved, seconded by Ms. Coughlin to amend the main motion to reduce item 1 to zero (\$0) and reduce the total by subtracting \$50,000 in the three places that the total is shown. **The amendment to the main motion passed by majority vote.** Mr. Jennett moved, seconded by Mr. Levinsky to change line item #6 to \$75,000 and to change the total to \$534,100 in three places.

The vote was counted; 61 in favor and 43 opposed. **The amendment passed by majority vote. The amended main motion passed by two-thirds (2/3) vote.**

The final approved motion is detailed below:

Move that the Town vote to appropriate the sum of \$534,100 to be expended under the direction of the Natick Public Schools for the purchase of studying Memorial Field Improvements, under the direction of the Department of Public Works for the purpose of field renovations and tree replacement, under the direction of the Community Services Department for the purpose of studying recreation and parks fields, under the direction of the Town Administrator for the 911 Memorial, under the direction of the Finance Department for the purchase of cash management software, under the direction of the Information Technology Department for a network assessment, under the direction of the Facilities Department for purpose of the Wilson School parking expansion, and Town Hall carpet replacement, and under the direction of the South Middlesex Regional Vocational Technical School (Joseph P. Keefe Technical School) for the purpose of replacing the roof, individually shown as items 1, 4, 5, 6, 7, 8, 9, 10, 11, and 16 in the Table A below, and that to meet this appropriation the sum of \$534,100 be raised from the Capital Stabilization Fund.

TABLE A, MOTION A: Article 36 - Capital Improvement - 2014 Spring Annual Town Meeting

Item #	Department	Item	Funding Source	Amount
1	Public Schools	Memorial Field Improvements Feasibility Study	Capital Stab. Fund	\$ -
4	Public Works	Field Renovations	Capital Stab. Fund	\$ 65,000
5	Public Works	Tree Replacement	Capital Stab. Fund	\$ 30,000
6	Comm. Serv.	Recreation and Parks Field Study	Capital Stab. Fund	\$ 75,000
7	Town Admin	911 Memorial	Capital Stab. Fund	\$ 20,000
8	Finance	Cash Management Software	Capital Stab. Fund	\$ 24,100
9	Info. Technology	Network Assessment	Capital Stab. Fund	\$ 60,000
10	Facilities	Wilson Parking Expansion	Capital Stab. Fund	\$ 50,000
11	Facilities	Town Hall Carpet Replacement	Capital Stab. Fund	\$ 30,000
16	Keefe Technical	Roof Replacement	Capital Stab. Fund	\$ 180,000

Appropriation under Article 36: MOTION A \$ 534,100

Ms. Ball moved seconded by Mr. Pierce to adjourn. **The motion to adjourn passed by majority vote. The meeting adjourned at 10:06 PM until Thursday, May 8th at 7:30 PM.**

A record of the Fifth Session of 2014 Spring Annual Town Meeting
May 6, 2014

s/Diane Packer, Town Clerk

**2014 Spring Annual Town Meeting
Fine and Performing Arts Center
Natick High School
May 8, 2014
Sixth Session**

The Sixth Session of the 2014 Spring Annual Town Meeting was called to order at 7:45 PM by the Town Moderator, Frank W. Foss, who declared a quorum present. The Moderator welcomed residents, taxpayers, town officials, Town Meeting Members and interested parties to the Sixth Session of 2014 Spring Annual Town Meeting. The Moderator asked that all recently elected or appointed members of Town Meeting who have not yet been sworn in stand to take the oath of office. There were none. The meeting stood for the Pledge of Allegiance and a moment of silence in recognition of all the men and women serving on our behalf throughout the world.

The Moderator introduced the officials present on the stage and in the well of the auditorium. The following people were present: Diane Packer, Town Clerk; Jonathan Freedman, Finance Committee Chair; James Everett, Finance Committee Secretary; Martha White, Town Administrator; Brandon Moss, Town Counsel; and Joshua Ostroff, Chair of the Board of Selectmen.

The Moderator reviewed the general rules and procedures of Town Meeting. He indicated that all residents and taxpayers of the town and town officers and employees, whether or not residents, have the same right to speak as Town Meeting Members; however they do not have the right to submit motions for consideration at Town Meeting, nor vote on any matter before Town Meeting. Non-residents may only speak at Town Meeting after approval by Town Meeting Members. The proceedings of Town Meetings shall be governed by Town Meeting Time, the Town of Natick Home Rule Charter, the Natick By-Laws and the General Laws of the Commonwealth of Massachusetts.

No person shall speak upon any article more than once when any other person desires to be heard, nor more than twice on the same question without permission of Town Meeting; and no person shall speak more than ten (10) minutes at one time without permission of Town Meeting. Consistent with the Natick By-Laws, any person having a monetary or equitable interest in any matter under discussion at a Town Meeting, and any person employed by another having such an interest, shall disclose the fact of his/her interest or employment before speaking thereon.

The Moderator corrected that for adjournment a two-thirds vote is not required, only a majority vote. In addition, the Moderator made several announcements regarding upcoming community wide events and volunteer opportunities. The Moderator announced that the meeting would begin with consideration of with Motion B under Article 36.

ARTICLE 36: Capital Improvement (Town Administrator)

To see if the Town will vote to appropriate and raise, or otherwise provide, a sum of money to implement a Capital Improvement Program, to protect the physical infrastructure of the Town of Natick; to determine whether this appropriation shall be raised by borrowing or otherwise; or to otherwise act thereon.

Motion B was moved by Mr. Everett, seconded by Mr. Freedman.

MOTION B: (Two-thirds vote required)

Move that the Town vote to appropriate the sum of \$2,533,500 to be expended under the direction of the Department of Public Works for the purpose of Pine Street roadway improvements and Pond Street sidewalk and guardrail improvements, and under the direction of the Facilities Department for the purpose of expanding the Public Works facility, individually shown as items 2, 3, and 12 in Table B below, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow \$2,533,500 under Massachusetts General Laws Chapter 44, Section 7, as amended, or any other enabling authority and to issue bonds or notes of the Town therefore aggregating not more than \$2,533,500 in principal amount and that the Town Administrator with the approval of the Board of Selectmen is authorized to take any action necessary to

TABLE B, MOTION B: Article 36 - Capital Improvement - 2014 Spring Annual Town Meeting

Item #	Department	Item	Funding Source	Amount
2	Public Works	Pine Street Roadway Improvements	Tax Levy Borrowing	\$ 2,000,000
3	Public Works	Pond Street Sidewalk and Guardrail Replacement	Tax Levy Borrowing	\$ 285,000
12	Facilities	Public Works Expansion	Tax Levy Borrowing	\$ 248,500

Appropriation under Article 36: MOTION B **\$ 2,533,500**

Motion B under Article 36 passed by a two-thirds (2/3) vote.

Motion C was moved by Mr. Everett, seconded by Mr. Freedman.

MOTION C: (Two-thirds vote required)

Move that the Town vote to appropriate the sum of \$691,500 to be expended under the direction of the Department of Public Works for the purpose of Sewer Station and Generator upgrades, replacing a sewer pump station, and expanding the Public Works Facility, individually shown as items 13, 14 and 15 in Table C below, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow \$691,500 under Massachusetts General Laws Chapter 44, Section 8, as amended, or any other enabling authority and to issue bonds or notes of the Town therefore aggregating not more than \$691,500 in principal amount and that the Town Administrator with the approval of the Board of Selectmen is authorized to take any action necessary to carry out this program.

TABLE C, MOTION C: Article 36- Capital Improvement - 2014 Spring Annual Town Meeting

13	Water/Sewer	Sewer Station And Generator Upgrades	W/S Borrowing	\$ 360,000
14	Water/Sewer	Sewer Pump Station Replacement	W/S Borrowing	\$ 230,000
15	Water/Sewer	Public Works Expansion	W/S Borrowing	\$ 101,500

Appropriation under Article 36: MOTION C **\$ 691,500**

Motion C under Article 36 passed by two-thirds (2/3) vote.

ARTICLE 37: Unpaid Bills (Town Administrator)

To see if the Town will vote to raise and appropriate, or otherwise provide such sums of money as may be required for the payment of unpaid bills of previous years, incurred by the departments, boards and officers of the Town of Natick; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION: *By a vote of 10-0-0 on February 18, 2014, the Finance Committee recommends No Action with regard to the subject of Article 37.*

MOTION (requires majority vote):

Moved by Mr. Everett, seconded by Mr. Freedman that no action be taken the subject matter of Article 37.

The motion to take no action under Article 37 passed by majority vote.

ARTICLE 38: Rescind Authorized, Unused Debt (Town Administrator)

To see if the Town will vote to rescind the authorization for unissued debt that has been determined is no longer needed for the completion of various projects; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION: *By a vote of 12-0-0 on March 6, 2014, the Finance Committee recommends Favorable Action with regard to the subject of Article 38.*

MOTION (requires majority vote):

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to rescind unissued debt for capital projects of the Water & Sewer Enterprise Fund approved under Articles 16 of the 2012 Spring Annual Town Meeting for the following purposes and amount:

Amount Rescinded	Date of Vote	Purpose
\$161,055	Article 16, April 24, 2012, Motion E, Item #11	Sewer Main Relining (MWRA)

Mr. Towne spoke to this article. *The main motion under Article 38 passed unanimously.*

ARTICLE 39: Increase Personal Property Exemptions (Board of Assessors)

To see if the Town will vote to increase the Personal Exemption Amounts by 45% under the provisions of Chapter 73 of the Acts of 1986 as amended by Chapter 126 of the Acts of 1988 which provides for "Optional Additional Property Tax Exemptions" allowing an annually determined, uniform increase in the amount of exemption in General Laws, Chapter 59 Section 5 Clauses 17D, 22, 22A, 22B, 22C, 22E, 37A, and 41C (elderly person, disabled veteran, or blind person); or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION: *By a vote of 11-0-0 on February 27, 2014, the Finance Committee recommends Favorable Action with regard to the subject of Article 39.*

MOTION (requires majority vote):

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to increase the Personal Exemption Amounts by 45% under the provisions of Chapter 73 of the Acts of 1986 as amended by Chapter 126 of the Acts of 1988 which provides for "Optional Additional Property Tax Exemptions" allowing an annually determined, uniform increase in the amount of exemption in Massachusetts General Laws, Chapter 59 Section 5 Clauses 17D, 22, 22A, 22B, 22C, 22E, 37A, and 41C (elderly person, disabled veteran, or blind person).

Ms. Dangelo, Director of Assessing spoke to this article. *The main motion under Article 39 passed unanimously.*

ARTICLE 40: Amend Zoning By-Laws: Change Classification from I to RG: Pleasant Street (James M. Williamson, et al)

To see if the Town will vote to amend its Zoning Bylaws, Section II, Item IIB, Subsection 1, entitled "Location of Districts" by changing the zoning classification from Industrial I to RG on portions of two parcels identified as Assessors Map 64 Parcel 44 (22 Pleasant Street, South Natick) and Assessors Map 64 Parch 48 (Town of Natick). Said area to be rezoned includes only that area of said parcels that is presently zoned Industrial I. Being the same area designated as "Manufacturing District No. 5" by the Annual Town Meeting of 1931 (Article 61) and described therein as "the tract between the Hunnewell Playground and the Canal, extending from the Charles River on the east to a western boundary line parallel with and distant 330 feet eastward from the eastern line of Pleasant Street".

FINANCE COMMITTEE RECOMMENDATION:

The Finance Committee has No Recommendation with regard to the subject of Article 40.

MOTION (requires two-thirds vote)

Moved by Mr. Pierce seconded by Mr. Meyer that the Town vote to amend its Zoning Bylaws, Section II, Item IIB, Subsection 1, entitled "Location of Districts" by changing the zoning classification from Industrial I to RG on portions of two parcels identified as Assessors Map 64 Parcel 44 (22 Pleasant Street, South Natick) and Assessors Map 64 Parch 48 (Town of Natick). Said area to be rezoned includes only that area of said parcels that is presently zoned Industrial I. Being the same area designated as "Manufacturing District No. 5" by the Annual Town Meeting of 1931 (Article 61) and described therein as "the tract between the Hunnewell Playground and the Canal, extending from the Charles River on the east to a western boundary line parallel with and distant 330 feet eastward from the eastern line of Pleasant Street".

The Moderator discussed several process and scope related issues regarding Article 40. The Moderator ruled that the appropriate meetings were held and the necessary postings were done and therefore the article was appropriately before the meeting. Mr. Foss also said that the article was appropriately before the body regardless of the fact that some of it may have changed slightly since the Planning Board Hearing. Mr. Moss, Town Counsel also advised Town Meeting on the same issue, stating that the changes did not significantly alter the intent of the original article. Mr. Foss also addressed the issue of the scope of the article. A map was put up on the screen at Town Meeting and the Moderator reminded Town Meeting members that the only thing that this article is requesting is a zoning change. Mr. Foss said that the participants in prior meetings were aware of what the scope of the article is and therefore the public was also aware of the scope of the article and therefore it is appropriately before the body.

Mr. Pierce spoke to the positive main motion on Article 40. Mr. Carter, President of Barberry Homes also spoke on the Article. Mr. Awkward moved, seconded by Mr. Lista to indefinitely postpone Article 40. Mr. Awkward spoke to this motion. Mr. Hayes moved, seconded by Mr. Linehan to refer the subject matter of Article 40 to the Community Development Department and the Planning Board. Mr. Griesmer moved, seconded by Ms. Collins to replace the first referral motion with the following referral motion: Move to refer the subject matter of Article 40 to a committee created by Town Meeting and appointed by the Moderator such committee to be comprised of 7 members comprised of:

One representative nominated by the Planning Board

One representative nominated by the Board of Selectmen

One representative nominated by the Conservation Commission and
Four members of the public

Committee members to be selected for a balance from various precincts.

And that the Moderator may appoint members of the public or other boards and committees in the event nominations are not made.

And that members of the public may be from other boards and committees or may be citizens of the town.

Said committee to have access to town counsel and to staff from within the administration for resource support including the staff of the community development office and the department of public works.

Said committee to evaluate any and all matters connected to i) Article 40 , ii) appropriate rezoning of 22 Pleasant St. in South Natick, iii) appropriate land use for the property, and iv) such related topics within the Towns Zoning By Law as they deem appropriate.

Said committee to report to Fall 2014 Town Meeting, if possible, and no later than Spring 2015 Town Meeting. This shall not preclude a report to any Special Town Meeting occurring before or within Spring 2015 Town Meeting.

Said report may include recommendations, if any.

Said committee being a multiple member body under the Town Charter and as such authorized to sponsor a warrant article if it so chooses for consideration by Town Meeting.

Mr. Griesmer spoke to this referral motion. Mr. Hayes rose to withdraw the first referral motion, Mr. Linehan who had seconded the motion agreed to the withdrawal by the maker of the motion. The Moderator asked if anyone objected, there was an objection. Mr. Hayes moved, seconded by Mr. Linehan to withdraw the first referral motion. Discussion ensued on the withdrawal of the first referral motion. Mr. Yang moved, seconded by Mr. Lista to close debate. ***The motion to close debate on the motion to withdraw the first referral motion passed. The motion to withdraw the first referral motion failed.***

Town Meeting then debated the two referral motions. Moved by Mr. Hughes seconded by Ms. Gloff to move the question and close debate on the question. The Moderator was not able to take the motion as there were more than three people seeking the floor to speak for the first time. Discussion continued. Ms. Coughlin moved; seconded by Mr. Jennett to amend the second referral motion to remove from the third paragraph from the bottom all of the words after Fall 2014 Town Meeting. *The amendment to the referral motion passed by majority vote.* Mr. Gath moved, seconded by Mr. Joseph to waive the reading of the motion. ***The motion to waive the reading passed unanimously. The motion to replace the first referral motion passed by majority vote.***

There were three motions on the floor; the first a positive main motion, the second referral motion just voted and the third indefinite postponement. Discussion continued on all three motions. Mr. Golden moved, seconded by Mr. Griesmer to close debate on all three questions. **The motion to**

close debate passed by a two-thirds (2/3) vote. The Moderator explained that there are three motions on the floor and the body will vote on the referral motion first. **The motion for referral as amended passed by majority vote.**

Mr. Pierce moved, seconded by Mr. Hughes to adjourn. The Moderator declared that the vote would be counted. Ms. Brown challenged the quorum. The Moderator counted and there was a quorum present. The motion to adjourn carried 55 to 40. *The meeting adjourned at 10:20 PM until Tuesday, May 13th at 7:30 PM.*

A record of the Sixth Session of 2014 Spring Annual Town Meeting
May 8, 2014

s/Diane Packer, Town Clerk

2014 Spring Annual Town Meeting
Fine and Performing Arts Center
Natick High School
May 13, 2014
Seventh Session

The Seventh Session of the 2014 Spring Annual Town Meeting was called to order at 7:45 PM by the Town Moderator, Frank W. Foss, who declared a quorum present. The Moderator welcomed residents, taxpayers, town officials, Town Meeting Members and interested parties to the Seventh Session of 2014 Spring Annual Town Meeting. The Moderator asked that all recently elected or appointed members of Town Meeting who have not yet been sworn in stand to take the oath of office. There were none. The meeting stood for the Pledge of Allegiance and a moment of silence in recognition of all the men and women serving on our behalf throughout the world and for a fellow Town Meeting Member who is ill.

The Moderator introduced the officials present on the stage and in the well of the auditorium. The following people were present: Diane Packer, Town Clerk; Jonathan Freedman, Finance Committee Chair; Bruce Evans, Finance Committee Vice Chair; Martha White, Town Administrator; John Flynn, Town Counsel; and Joshua Ostroff, Chair of the Board of Selectmen.

The Moderator reviewed the general rules and procedures of Town Meeting. He indicated that all residents and taxpayers of the town and town officers and employees, whether or not residents, have the same right to speak as Town Meeting Members; however they do not have the right to submit motions for consideration at Town Meeting, nor vote on any matter before Town Meeting. Non-residents may only speak at Town Meeting after approval by Town Meeting Members. The proceedings of Town Meetings shall be governed by **Town Meeting Time**, the Town of Natick Home Rule Charter, the Natick By-Laws and the General Laws of the Commonwealth of Massachusetts.

No person shall speak upon any article more than once when any other person desires to be heard, nor more than twice on the same question without permission of Town Meeting; and no person shall speak more than ten (10) minutes at one time without permission of Town Meeting. Consistent with the Natick By-Laws, any person having a monetary or equitable interest in any matter under discussion at a Town Meeting, and any person employed by another having such an interest, shall disclose the fact of his/her interest or employment before speaking thereon.

The Moderator made several announcements regarding upcoming community wide events and volunteer opportunities. The Moderator announced that the meeting would begin with consideration of Article 41. Ms. Packer served as Moderator as Mr. Foss recused himself for this article.

ARTICLE 41: Appoint Committee to Study Electronic Voting at Town Meeting
(Town Moderator)

To see if the Town will vote to authorize the Town Moderator to appoint a committee to consist of not more than seven (7) members for the purpose of studying the subject of electronic voting by Town Meeting members, said committee to submit a report with recommendations to Town Meeting no later than the 2015 Natick Spring Annual Town Meeting; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION: *By a vote of 14-0-0 on March 4, 2014, the Finance Committee recommends **Favorable Action** with regard to the subject of Article 41.*

MOTION (requires majority vote):

Moved by Mr. Evans, seconded by Mr. Freedman that the town vote to authorize the Town Moderator to appoint a committee to consist of not more than seven (7) members for the purpose of studying the subject of electronic voting by Town Meeting members, said committee to submit a report with recommendations to Town Meeting no later than the 2015 Natick Spring Annual Town Meeting.

Mr. Foss spoke to this article. **The main motion under Article 40 passed by majority vote.**

ARTICLE 42: Facilitate Historic Building Preservation in Natick Through Amending Zoning By-Laws (Randy Johnson, et al)

To see if the Town will vote to amend the Zoning By-Laws to encourage the adaptive re-use of religious facilities by broadening and modifying use and dimensional regulations that may otherwise impede historic or architectural preservation efforts.

FINANCE COMMITTEE RECOMMENDATION: *By a vote of 8-0-0 on March 13, 2014, the Finance Committee recommends Referral to the Planning Board and the Sponsors with regard to the subject of Article 42.*

MOTION (requires two-thirds vote):

Moved by Mr. Pierce seconded by Ms. Gloff that the Town vote to amend the Natick Zoning By-Law as follows:

- 1. Add the following new line 4.A *Historic Preservation* to the USE REGULATION SCHEDULE (Section III-A.2) after line 4:

	RG	RM	RS	PCD	SH	AP	DM	CII	INI	INII	H
4.A Historic Preservation See Section III-J	A	A	A	O	O	O	A	O	O	O	O

- 2. Add the following new *Section III-J Historic Preservation* after Section III Section 320 (Highway Overlay Districts):

III-J Historic Preservation

III-J.1 Purpose

- 1. Encourage the preservation and/or continued use of religious buildings of historic or architectural significance.
- 2. Encourage the adaptive re-use of such buildings by broadening and modifying use and dimensional regulations that may otherwise impede historic or architectural preservation efforts, and limit the economic viability of these endeavors.

III-J.2 Applicability and Eligibility

A two-family or multi-family use may be allowed by Special Permit under this Section III-J in a building or upon the lot which such building is located only if such building and the lot satisfy the following:

- 1. The building is used or formerly used as a place of worship, or an accessory to that use, including convent, rectory, religious school, or religious recreation hall.
- 1. The lot and building are located in a Natick Historic District or a National Register Historic District.
- 2. The building was constructed prior to 1900.
- 3. The lot contains a minimum of 20,000 square feet of land and was established by plan or deed recorded prior to the adoption of this Section III-J.

Additionally, if the subject property is adjacent (shared property line or located across public or private

way) to at least one existing commercial use established prior to the adoption of this Section III-J, or if the building was used for religious assembly purposes, other commercial or institutional uses may be allowed by Special Permit if deemed appropriate by the granting authority.

III-J.3 Historic Preservation Special Permit

The Planning Board may grant a Special Permit for the adaptive re-use of an eligible property and site for the uses identified in IH-J.2 upon a determination that the following conditions and criteria have been satisfied:

1. ~~All program space must be located within the eligible building or structure; provided, however, that the building or structure may be expanded by not more than twenty (20%) percent of the gross building volume existing on the date of the adoption of this Section. New elements relating to egress and the creation of accessible routes are exempt from this calculation. If the property is adjacent (shared property line or located across public or private way) to at least one existing commercial use, additional new construction may be allowed, either attached to the historic building or free-standing. No more than two buildings may be built upon a single eligible lot.~~

2: 1. Except as otherwise provided herein, the dimensional requirements set forth in the Table of Intensity Regulations by Zoning District (Section IV B) shall not be applicable but shall be determined and specified by the Planning Board in the Special Permit after due consideration of the historical or architectural preservation efforts, the unique characteristics of the lot, building, or structure, and adequate protection of abutting properties and uses. Likewise, parking requirements shall be determined by Special Permit process, in consideration of demand, available on-street parking and other factors.

2. Additions and free-standing new construction shall be allowed, after due consideration of the historical or architectural nature of the proposed construction, the unique characteristics of the lot, existing building, or structure, and adequate protection of abutting properties and uses.

3. The building(s) shall be connected to municipal water and sewer systems if the same are present in the abutting street. All costs associated with the installation of such services shall be borne by the developer.

4. Accessory use structures, such as private garages and buildings to house snow removal, lawn, maintenance and recreational equipment shall be allowed and limited to one story.

III-J.4 Special Permit Granting Authority

The Planning Board shall be the Special Permit Granting Authority for all applications and projects under this Section. If such application or project also requires other Special Permits, the Planning Board shall be the Special Permit Granting Authority for all such Special Permits.

III-J.5 Site Plan Review

All applications under this Section III-J shall be subject to Site Plan Review which shall be conducted by the Planning Board as part of the Special Permit process.

Mr. Pierce spoke to the positive main motion. Mr. Evans moved, seconded by Mr. Freedman to refer Article 42 to the Planning Board and the Sponsors of the Article.

Mr. Johnson made a presentation and discussion ensued on this article. Mr. Connolly moved to close debate on the article. The Moderator was not able to take the motion to question as there were more than three members seeking the floor. Debate on the issue continued. Mr. Sidney, moved, seconded by Mr. Gath to move the question and close debate. **The motion to close debate passed by two-thirds (2/3) vote. The motion to refer the article to the Planning Board and the Sponsors passed by majority vote.**

ARTICLE 43: Amend Zoning By-Laws: Change Classification from RG to RSA or RSC: Pleasant Street Area (John W. Newton, et al)

To see if the Town will vote to amend its Zoning By-Laws (Section II, Item IIB, Subsection I, entitled "Location of Districts" by changing to zoning classification from RG to RSA or RSC (the specific subsection to be determined through consultation with the Planning Board subsequent to the date of the Article submission and prior to the Spring Town Meeting).

Such change to be applied to the following parcels identified as Assessors Map 64, parcels 64.45, 64.45A (20 Pleasant Street); 63.11 (18 Pleasant Street); 63.10 (16 Pleasant Street); 63.9 (4 Merrill Road); 64.47 (6 Merrill Road); 64.46 (7 Merrill Road); and 64.44 (22 Pleasant Street) specifically that portion fronting on Pleasant Street and abutting on the North parcels 64.45 and 64.45A. Said areas to be rezoned includes only the areas of said parcels that are presently zoned RG. Specifically excluded is Town of Natick property identified as Hunnewell Fields, being parcel 64.48 which is predominately zoned RG, excluding that portion now zoned Ind 1, which portion is the subject of rezoning proposal included elsewhere on this warrant.

FINANCE COMMITTEE RECOMMENDATION: *By a vote of 8-0-0 on March 13, 2014, the Finance Committee recommends Referral to the Planning Board and the Sponsors with regard to the subject of Article 43.*

MOTION (requires majority vote):

Moved by Mr. Evans, seconded by Mr. Freedman to refer the subject matter of Article 43 to the Planning Board and the Sponsors.

The motion to refer Article 43 to the Planning Board and the Sponsors passed by majority vote.

ARTICLE 44: SMART GROWTH OVERLAY (SGO) DISTRICT FOR WEST NATICK

(George Richards, et al)

To see if the Smart Growth Overlay District (SGO) of the Zoning By-Laws shall be amended to include the area around the West Natick Train Station along West Central Street as follows:

Add to Section III-A.6 **AFFORDABLE HOUSING**, C- SMART GROWTH OVERLAY DISTRICT (SGO District), Section 2. DEFINITIONS, *SGO District* –, at the end of said paragraph and after the period, the following:

The word "District" shall include the word "Districts" where the context so admits and as approved by Town Meeting as an SGO District.

At Section III-A.6 **AFFORDABLE HOUSING**, C- SMART GROWTH OVERLAY DISTRICT, Section 3.1 **Establishment**., at the end of said paragraph, delete the period and add the following:

as well as the parcels of land along West Central Street in the area of the West Natick Train Station to be within the SGO District, to be known as West Natick Smart Growth Overlay District (WSGO) shown on the Town of Natick Assessor's, Map 39 as Lots: 22, 23, 23A, 23BU1, 23BU2, 23C, 23D, 23E, 26, 27, 28, 29, 30, and Map 40 as Lots: 58A, 58B, 58C, 58D, 58E, 58F, 59, 60, 61, 64, 70, 71, 71A, 72, 87, 88, 89 and 89A. that are superimposed over the underlying zoning district(s) and is shown on the Zoning Map of the Town of Natick, "Southwest Quadrant."

Add to Section III-A.6 **AFFORDABLE HOUSING**, C- SMART GROWTH OVERLAY DISTRICT, Section 7.1 **List of Requirements**, Paragraph b), below iii), the following:

iv) Multi-family residential units: WSGO area of SGO District, 21.7 units per acre.

Or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION:

By a vote of 10-0-0 on March 11, 2014, the Finance Committee recommends Referral to the Planning Board and the Sponsors with regard to the subject of Article 44.

MOTION (requires majority vote):

Moved by Mr. Evans, seconded by Mr. Freedman to refer Article 44 to the Planning Board and the Sponsors.

The motion to refer Article 44 to the Planning Board and the sponsors passed by majority vote.

The Moderator thanked many of the people who help Town Meeting to run smoothly, including the Clerk's Office staff, Pegasus, the custodial staff at the High School the Administration and all the sponsors of the articles.

ARTICLE 45: Designation of Economic Opportunity Area (Economic Development Committee)
To see if the Town will vote to authorize the Board of Selectmen to submit to the Massachusetts Economic Assistance Coordinating Council an application to designate the Downtown Mixed Use District, and the Light Industrial zones on Middlesex Avenue, off of North Main Street and abutting Bigelow Avenue and Washington Avenue, as well as those on North Avenue and South Avenue as one or more Economic Opportunity Area (EOA); or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION: *By a vote of 12-0-0 on March 6, 2014, the Finance Committee recommends Referral to the Economic Development Committee and the Community Development Office with regard to the subject of Article 45.*

MOTION (requires majority vote):

Moved by Mr. Evans, seconded by Mr. Freedman to refer Article 45 to the Economic Development Committee and the Community Development Office.

The motion to refer Article 45 to Economic Development Committee and the Community Development Office passed by majority vote.

Mr. Sidney, moved seconded by Mr. Hughes to dissolve the 2014 Spring Annual Town Meeting. The meeting dissolved at 9:00 PM on Tuesday, May 13, 2014.

A record of the Seventh Session of 2014 Spring Annual Town Meeting
May 13, 2014

s/Diane Packer, Town Clerk

**WARRANT
TOWN OF NATICK
FALL ANNUAL TOWN MEETING
OCTOBER 21, 2014**

THE COMMONWEALTH OF MASSACHUSETTS

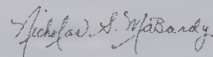
The following articles are to be acted upon and determined exclusively by Town Meeting Members in accordance with Chapter 2 of the Acts of 1938 and Amendments thereto and the Town Charter. Town Meeting will meet in the Natick High School Auditorium, Natick on **Tuesday Evening October 21, 2014 at 7:30 PM**, then and there to act on the articles listed below:

- | | |
|------------|---|
| Article 1 | Amend by-Laws: Prohibit Guns in Municipal Buildings |
| Article 2 | Appropriate MathWorks Lakeside Campus Project Mitigation Funds for Cochituate Rail Trail Project, Sidewalk Construction on Superior Drive, and Route 30/Speen Street Traffic Engineering Services |
| Article 3 | Appropriate Fed Ex Mitigation Funds for Design of Route 30/Speen Street Intersection |
| Article 4 | Appropriate L.A. Fitness Mitigation Funds for Upgrades to the Travis Road Sewer Pumping Station |
| Article 5 | Appropriation of Mitigation Funds for Cochituate Rail Trail Design |
| Article 6 | Amend Town Meeting Vote of Article 15 of the 2010 Fall Annual Town Meeting: Disposition of East School |
| Article 7 | Amend By-Laws: Adoption to Ban Single Use Plastic "T" Shirt Bags |
| Article 8 | Amend By-Laws: Adoption of a Ban on the Use of Polystyrene (Styrofoam) |
| Article 9 | Amend By-Laws: Adoption of a Ban on the Use of Pesticides – Lawns, Fields |
| Article 10 | Amend By-Laws: Article 50: Dog Park, Dog Exercise Area |
| Article 11 | Amend By-Laws: Article 52: Solicitors – to Include Civil Fingerprinting Requirements |
| Article 12 | Amend By-Laws Article 55: Civil Fingerprinting |
| Article 13 | 22 Pleasant Street Rezoning Study Committee Update |
| Article 14 | Committee Article |
| Article 15 | Study Committee: Sawin House and Appurtenant Land |
| Article 16 | Home Rule Petition: Use of Shaw Park for Cultural, Educational, Historical, and Park Purposes |
| Article 17 | Home Rule Petition: Long-Term Lease of a Portion of Shaw Park for Cultural, Educational or Historical Purposes |
| Article 18 | Codification of Town of Natick Home Rule Charter |
| Article 19 | Appropriate Funds to Audit Conservation Fund |
| Article 20 | Establish Study Committee: Conservation Commission Fund |
| Article 21 | Rescind Authorized, Unissued Debt |
| Article 22 | Unpaid Bills |
| Article 23 | Study Committee: Municipal Non Union Personnel Policies, Practices and Procedures |
| Article 24 | Fiscal 2015 Omnibus Budget |

Article 25	Stabilization Fund
Article 26	Stabilization Fund – Operating/Rainy Day
Article 27	Stabilization Fund – Capital
Article 28	Stabilization Fund – I&I
Article 29	Stabilization Fund – One-to-One Computers – School
Article 30	Other Post Employment Benefits (OPEB) Fund
Article 31	Personnel Board Classification & Pay Plan
Article 32	Capital Equipment
Article 33	Capital Improvement
Article 34	Amend Zoning By-Laws: Accessory Retail and/or Restaurants
Article 35	Housing Overlay Option Plan (HOOP-II) District Area in West Natick Along West Natick Commuter Rail (Map 39, Lots 27,28,29)
Article 36	Housing Overlay Option Plan (HOOP-II) District for Area in West Natick Near West Natick Commuter Rail (Map 40, Lot 87)
Article 37	Amend Zoning By-Laws: Facilitate Historic Building Preservation in Natick
Article 38	Authorization for Selectmen to Enter in Tax Increment Financing Plan for Infinium, Inc. Expansion in Natick
Article 39	Authorization for Selectmen to Establish a Tax Increment Financing Plan Standard for Designated Retail, Restaurant, And/or Manufacturing Uses Within Natick Downtown Mixed Use Zone
Article 40	Authorization for Selectmen to Establish a Tax Increment Financing Plan Standard for Designated Retail, Restaurant, And/or Manufacturing Uses Within Industrial Zone I Located Within 1/2 Mile Radius of Natick Center (Intersection of Rte. 27 and Rte. 135)

An attested copy may be viewed at the following locations: Precinct 1: Reliable Cleaners, 214 West Central Street; Precinct 2: Cole Center, Boden Lane; Precinct 3: Kennedy Middle School, 1 Philip J. Lucier Drive ; Precinct 4: TCAN, 14 Summer Street; Precinct 5: Wilson Middle School, 24 Rutledge Road; Precinct 6: East Natick Fire Station, 2 Rhode Island Avenue; Precinct 7: Lilja Elementary School, 41 Bacon Street; Precinct 8: Natick Senior High School, 15 West Street; Precinct 9: Community Senior Center, 117 East Central Street and Precinct 10: Memorial School, 107 Eliot Street; Natick Town Hall, 13 East Central Street, and the Natick U.S. Post Office, Bacon Free Library and Morse Institute Library.

Certified copies of the Warrant are available at the Office of the Town Clerk, Natick Town Hall, 13 East Central St., Natick, MA between the hours of 8:00 AM – 5:00 PM, Monday through Wednesday; 8:00 AM-8:00 PM on Thursday, and 8:00 AM-12:30 PM Friday and at the Town website www.natickma.gov.



Nicholas S. Mabardy, Clerk

2014 Fall Annual Town Meeting
Fine and Performing Arts Center
Natick High School
October 21, 2014
First Session

The first session of the 2014 Fall Annual Town Meeting was called to order at 7:40 PM by the Town Moderator, Frank W. Foss, who declared a quorum present. The Moderator welcomed residents, taxpayers, town officials, Town Meeting Members and interested parties to the first session of 2014 Fall Annual Town Meeting. Mr. Foss presented the official, duly posted warrant signed by the Board of Selectmen with the officer's return thereon to the Town Clerk to be entered into the official record of the town. The Moderator asked that all recently elected or appointed members of Town Meeting stand to take the oath of office. The oath was given to all new Town Meeting Members. All members and the audience stood for the Pledge of Allegiance and a moment of silence in recognition of all the men and women serving on our behalf throughout the world.

The Moderator introduced the officials present on the stage and in the well of the auditorium. The following people were present: Diane Packer, Town Clerk; James Everett, Finance Committee Chair; Bruce Evans, Finance Committee Secretary; Martha White, Town Administrator; John Flynn, Town Counsel; and Joshua Ostroff, Chair of the Board of Selectmen.

The Moderator reviewed the general rules and procedures of Town Meeting. He indicated that all residents and taxpayers of the town and town officers and employees, whether or not residents, have the same right to speak as Town Meeting Members; however they do not have the right to submit motions for consideration at Town Meeting, nor vote on any matter before Town Meeting. Non-residents may only speak at Town Meeting after approval by Town Meeting Members. The proceedings of Town Meetings shall be governed by **Town Meeting Time**, the Town of Natick Home Rule Charter, the Natick By-laws and the General Laws of the Commonwealth of Massachusetts (MGL).

All motions offered for consideration by Town Meeting shall be in writing if required by the Moderator; and all motions involving the expenditure of money shall be in writing when required by any Town Meeting Member. No person shall speak upon any article more than once when any other person desires to be heard, nor more than twice on the same question without permission of Town Meeting; and no person shall speak more than ten (10) minutes at one time without permission of Town Meeting. Consistent with the Natick By-laws, once a member is recognized, it is the practice of Town Meeting to first ask questions, then propose a motion and/or debate the highest ranking motion. This practice is unchanged. Once a speaker is called upon by the Moderator the speaker's time will begin. Time expended asking questions will be considered part of the speaker's time, pursuant to the Natick By-Laws. Responses to the speaker's question will not be considered part of the speaker's requisite time. Each speaker will be limited to three questions, whether or not they are stated singularly or in a compound question and divided by the Moderator. When a question on an article is before Town Meeting, motions shall be received and have precedence as listed in the table entitled "Precedence of Motions," found in the Natick By-Laws, the Town Meeting Member Handbook and **Town Meeting Time**. Any person having a monetary or equitable interest in any matter under discussion at a Town Meeting, and any person employed by another having such an interest, shall disclose the fact of his/her interest or employment before speaking on the matter. The motion for the previous question shall not be entertained by the Moderator if three or more persons, who have not previously spoken to the question, are seeking recognition. By rule, indefinite postponement shall be considered a negative main motion and may be entered by the Moderator whenever any main motion or subsidiary motion is in order. This shall not change the order of precedence of motions as specified in

Article 3, Section 6 of the By-laws or any other practice regarding indefinite postponement as specified in our Charter, the Natick By-laws or **Town Meeting Time**. Without objection, the preceding statements were accepted as rules of 2014 Fall Annual Town Meeting.

The Moderator announced that on Thursday evening (October 23) a representative from Option Technologies would be present to demonstrate electronic voting systems beginning at 6:30 PM. The demonstration was set up by the Electronic Voting Committee.

The Moderator also instructed Members to be considerate of what has been said as well as the time spent on each article as debate continues. He also mentioned that Town Meeting must complete the warrant and dissolve by November 18th in order to certify a tax rate on time. In addition, there are two nights that Town Meeting will not be able to meet; November 4th (Election Day) and November 11th (Veterans' Day).

Dr. Keefe rose to offer resolution. The following resolution was moved by Dr. Keefe and seconded by Mr. Gath.

WHEREAS Dr. Edward M. Salamoff served as a Natick Town Meeting member for many years, contributing to the well being of the Town with his insight, collegiality, intelligence and humor; and

WHEREAS Ed Salamoff had the ability to summarize and focus the proceedings of Town Meeting, and was a respected voice who spoke with authority and clarity; and

WHEREAS Ed Salamoff's passing is felt throughout the community, his profession and among his many friends; and

WHEREAS Ed's passion for golf and public service was manifested in his legendary contributions on the Golf Course Advisory Committee;

NOW THEREFORE Natick Town Meeting acknowledges Ed Salamoff's many contributions to the life of the community, and expresses its sincere and profound sympathy to his family.

Mr. Sidney moved, seconded by Mr. Jennett to waive the reading of the motion. **The motion to waive the reading of the motion passed unanimously. The resolution passed unanimously.**

Ms. Gloff rose to offer a resolution honoring Nancy Lavash. The following resolution was moved by Ms. Gloff and seconded by Ms. Evans.

WHEREAS Nancy Lavash served the community of Natick in many ways as a conscientious and dedicated volunteer; and

WHEREAS Nancy Lavash was a regular presence at meetings of town boards and committees, and was a well-informed citizen who encouraged others to participate in local government; and

WHEREAS Nancy served as a Natick Town Meeting member, 4th of July Committee member, Historical Society volunteer and member of the Town and State Democratic Committees; and

WHEREAS Nancy was a model of civic participation in her hometown of Sherborn, where she was instrumental in establishing the Council on Aging and senior citizen housing, and where her legacy is warmly remembered;

NOW THEREFORE Natick Town Meeting acknowledges the countless contributions of Nancy Lavash to the wellbeing of our community, our neighbor Sherborn, and beyond, and expresses its sympathy and warm remembrance to her family.

Mr. Sidney moved, seconded by Mr. Gath to waive the reading of the motion. **The motion to waive the reading of the motion passed unanimously. The resolution passed unanimously.**

Moved by Mr. Sidney, seconded by Mr. Golden to postpone consideration of Article 14 until the first order of business on Thursday, October 23rd. Mr. Sidney explained that the Electronic Voting Committee would like to present their report on the same evening as the company demonstrates the technology. **The motion to postpone Article 14 until the first order of business on Thursday, October 23rd passed unanimously.** Moved by Mr. Brown, seconded by Mr. Pierce to postpone consideration of Articles 15, 16 and 17 until the first order of business on Tuesday, October 28th. **The motion to postpone Articles 15, 16, and 17 until the first order of business on Tuesday, October 28th passed unanimously.**

Moved by Sidney, seconded by Mr. Jennett to waive reading the text of all 2014 Fall Annual Town Meeting warrant articles and move to waive reading the text of motions, excluding the amounts to be appropriated and sources of said amounts to be appropriated when motions are provided in the text of Recommendations of the Natick Finance Committee publications. **The motion passed unanimously.**

ARTICLE 1: Amend Town By-Laws to Prohibit Firearms on Public Property (Board of Selectmen and Town Administrator)

To see if the Town will vote to amend the General By-Laws, specifically Article 50 – Police Regulations, by adding a new Section 15a therein, as follows:

“Section 15 a Prohibition of Firearms on Public Property

No person shall carry or possess a firearm of any kind (including but not limited to a rifle, shotgun or handgun) on property owned or leased by, or otherwise under the care, custody or control of, the Town of Natick, including but not limited to all buildings, structures, parks, playgrounds, open spaces, or other public properties. This restriction shall not apply to law enforcement personnel, nor shall it apply to active duty military personnel carrying out authorized military exercises,” or otherwise act thereon.

Finance Committee Recommendation: *By a vote of 9-0-0 on October 2, 2014 the Finance Committee recommends No Action with regard to the subject of Article 1.*

MOTION (requires majority vote):

Moved by Mr. Evans, seconded by Mr. Everett that no action be taken with respect to Article 1.

The motion to take no action on Article 1 passed by majority vote.

ARTICLE 2: Appropriate MathWorks Lakeside Campus Project Mitigation Funds for the Cochituate Rail Trail Project, Sidewalk Construction on Superior Drive, and Route 30/Speen Street Traffic Engineering Services (Town Administrator)

To see if the Town will vote to appropriate a sum of money from mitigation funds from the MathWorks Lakeside Campus Project to fund the Cochituate Rail Trail Project, sidewalk construction on Superior Drive, and Route 30/Speen Street traffic engineering services, or otherwise act thereon.

Finance Committee Recommendation: *By a vote of 13-0-0 on September 2, 2014, the Finance Committee recommends No Action with regard to the subject of Article 2.*

MOTION (requires majority vote):

Moved by Mr. Evans, seconded by Mr. Everett that no action be taken with respect to Article 2.

Ms. White spoke to this article and explained that the neither have the funds been received nor are they yet due; therefore no action is requested.

The motion to take no action on Article 2 passed by majority vote.

ARTICLE 3: Appropriate Fed Ex Mitigation Funds for Traffic Engineering Services (Town Administrator)

To see if the Town will vote to appropriate a sum of money from mitigation funds from the FedEx Ground Project to fund traffic engineering services in the Speen Street/Route 30 area as well as the Route 30/Route 27 area, or otherwise act thereon.

Finance Committee Recommendation: *By a vote of 13-0-0 on September 2, 2014, the Finance Committee recommends Favorable Action with regard to the subject of Article 3.*

MOTION (requires majority vote):

Moved by Mr. Evans, seconded by Mr. Everett that the Town vote to appropriate the sum of \$75,000 from mitigation funds from the FedEx Ground Project and that, pursuant to the terms of the applicable Planning Board Special Permit decision no. 22-12, \$50,000 shall be paid to the Town of Framingham to be used for traffic engineering services for the Speen Street/Route 30 intersection and \$25,000 shall be paid to the Town of Wayland, said sum to be used for traffic engineering services for the Route 27/Route 30 intersection. Mr. Reffett spoke to this article. **The main motion under Article 3 passed by majority vote.**

ARTICLE 4: Appropriate L.A. Fitness Mitigation Funds for Upgrades to the Travis Road Sewer Pumping Station (Town Administrator)

To see if the Town will vote to appropriate a sum of money from mitigation funds from the L.A. Fitness Project to fund upgrades to the Travis Road sewer pumping station, or otherwise act thereon.

Finance Committee Recommendation: *By a vote of 12-0-0, on September 4, 2014, the Finance Committee recommends Favorable Action with regard to the subject of Article 4.*

MOTION (requires majority vote):

Moved by Mr. Evans, seconded by Mr. Everett that the Town vote to appropriate \$164,000 from mitigation funds from the L.A. Fitness Project; pursuant to the terms of the applicable Planning Board Special Permit decision nos. 25-14 and 26-14, said sum shall be used to fund upgrades to the Travis Road sewer pumping station under the direction of the Natick Department of Public Works.

Ms. White spoke to this article. **The main motion under Article 4 passed by majority vote.**

ARTICLE 5: Appropriation of Funds for Cochituate Rail Trail Design (Board of Selectmen)

To see if the Town will vote to appropriate a sum of money to fund design and development of the Cochituate Rail Trail, or otherwise act thereon.

Finance Committee Recommendation: *By a vote of 9-2-0 on September 23, 2014, the Finance Committee recommends Favorable Action with regard to the subject of Article 5.*

MOTION (requires majority vote):

Moved by Mr. Evans, seconded by Mr. Everett that the Town vote to appropriate the sum of \$300,000 to be expended under the direction of the Board of Selectmen and the Conservation Commission for design and related services for the proposed Cochituate Rail Trail, and that the sum of \$300,000 be raised from \$100,000 of Natick Mall Mitigation Fees and \$200,000 of Chapter 40R "Smart Growth" incentive payments from the commonwealth.

Mr. Ostroff gave a presentation on this article and discussion ensued. Ms. Brown moved, seconded by Mr. Brown to refer the subject matter of Article 5 to the Board of Selectmen. The Moderator announced that

both the referral and the positive main motions would be debated simultaneously. **The referral motion failed. The main motion under Article 5 passed by majority vote.**

ARTICLE 6: Amend Town Meeting Vote of Article 15 of the 2010 Fall Annual Town Meeting: Disposition of East School (Board of Selectmen)

To see if the Town will vote to amend the vote taken under Article 15 of the 2010 Fall Annual Town Meeting regarding disposition of the former East School, located at 84 Oak Street, by (1) eliminating the requirement that the Request for Proposals offer the property for both sale and lease and also eliminating the requirement for providing a mechanism for comparing sale and lease options, and (2) eliminating the requirement that the terms of any lease or sale must be approved by Town Meeting; said amendments intended to allow the Board of Selectmen to rent the former East School to non-profit agencies that provide service to Natick-area residents, or otherwise act thereon.

Finance Committee Recommendation: *By a vote of 9-4-0 on September 18, 2014, the Finance Committee recommends Favorable Action with regard to the subject of Article 6.*

MOTION (requires majority vote):

Moved by Mr. Evans, seconded by Mr. Everett that the Town vote to amend the vote taken under Article 15 of the 2010 Fall Annual Town Meeting regarding disposition of the former East School, located at 84 Oak Street, by (1) eliminating the requirement that the Request for Proposals offer the property for both sale and lease and also eliminating the requirement for providing a mechanism for comparing sale and lease options, and (2) eliminating the requirement that the terms of any lease or sale must be approved by Town Meeting.

Ms. White spoke to this article. Mr. Griesmer moved, seconded by Ms. Coughlin to amend the main motion by deleting the words “or sale” in the last line and add the following text, “said amendments intended to allow the Board of Selectmen to rent the former East School to non-profit agencies that provide service to Natick-area residents.”

Mr. Sidney moved, seconded by Mr. Richards to divide the motion in two parts, first to delete the words “or sale” and the second for the part of the amendment “said amendments intended to allow the Board of Selectmen to rent the former East School to non-profit agencies that provide service to Natick-area residents”.

The motion to divide the amendment failed. The amendment to the main motion passed by majority vote.

Discussion on the amended main motion continued. Mr. Munnich moved, seconded by Mr. Magee to amend the amended main motion to insert the words “of less than 25 years” after the words “any lease” in the last line of the motion. **The amendment to the amended main motion passed by majority vote.**

Mr. Connolly moved, seconded by Mr. Pierce to adjourn so that Town Meeting would be able to see a copy of the motion that was approved under Article 15 at the 2010 Fall Annual Town Meeting. **The motion to adjourn passed by a two-thirds vote. The meeting adjourned at 10:16 PM until Thursday, October 23rd at 7:30 PM.**

A record of the First Session of
2014 Fall Annual Town Meeting
October 21, 2014

s/Diane Packer, Town Clerk

2014 Fall Annual Town Meeting
Fine and Performing Arts Center
Natick High School
October 23, 2014
Second Session

The second session of the 2014 Fall Annual Town Meeting was called to order at 7:40 PM by the Town Moderator, Frank W. Foss, who declared a quorum present. The Moderator welcomed residents, taxpayers, town officials, Town Meeting Members and interested parties to the second session of 2014 Fall Annual Town Meeting. The Moderator asked that all recently elected or appointed members of Town Meeting who have not yet been sworn in stand to take the oath of office. There were none. The meeting stood for the Pledge of Allegiance and a moment of silence in recognition of all the men and women serving on our behalf throughout the world.

The Moderator introduced the officials present on the stage and in the well of the auditorium. The following people were present: Lorraine McNally, Acting Town Clerk; James Everett, Finance Committee Chair, Bruce Evans, Finance Committee Secretary; Martha White, Town Administrator; John Flynn, Town Counsel; and Charles Hughes, Vice Chair of the Board of Selectmen.

The Moderator reviewed the general rules and procedures of Town Meeting that were accepted at the last meeting. He indicated that all residents and taxpayers of the town and town officers and employees, whether or not residents, have the same right to speak as Town Meeting Members; however they do not have the right to submit motions for consideration at Town Meeting, nor vote on any matter before Town Meeting. Non-residents may only speak at Town Meeting after approval by Town Meeting Members. The proceedings of Town Meetings shall be governed by **Town Meeting Time**, the Town of Natick Home Rule Charter, the Natick By-laws and the General Laws of the Commonwealth of Massachusetts (MGL).

No person shall speak upon any article more than once when any other person desires to be heard, nor more than twice on the same question without permission of Town Meeting; and no person shall speak more than ten (10) minutes at one time without permission of Town Meeting. Consistent with the Natick By-laws, any person having a monetary or equitable interest in any matter under discussion at a Town Meeting, and any person employed by another having such an interest, shall disclose the fact of his/her interest or employment before speaking thereon.

The motion to waive the reading of the text of all 2014 Fall Annual Town Meeting warrant articles and move to waive reading the text of motions, excluding the amounts to be appropriated and sources of said amounts to be appropriated when motions are provided in the text of Recommendations of the Natick Finance Committee publications remains in effect.

Mr. Munnich moved, seconded by Mr. Sidney to postpone Article 13 to the first order of business on Thursday, October 30th. **The motion to postpone Article 13 passed unanimously.**

The Moderator announced that the Meeting would continue with Article 6 (East School). The amended main motion was as follows:

Move that the Town vote to amend the vote taken under Article 15 of the 2010 Fall Annual Town Meeting regarding disposition of the former East School, located at 84 Oak Street, by (1) eliminating the requirement that the Request for Proposals offer the property for both sale and lease and also eliminating the requirement for providing a mechanism for comparing sale and lease options, and (2) eliminating the requirement that the terms of any lease of less than 25 years must be approved by Town Meeting; said amendments intended to allow the Board of Selectmen to rent the former East School to non-profit agencies that provide service to Natick-area residents.

He also announced that there was new information regarding this article and asked Mr. Flynn to address the Meeting. Mr. Flynn reviewed Article 6 again along with Article 15 from 2010 Fall Annual Town Meeting. On Tuesday, Mr. Flynn said that he felt that Town Meeting action was required to accomplish the purpose of the current article. He said after further consideration a vote on this article is not necessary to accomplish the purpose of Article 6 because these were going to be more short term leases rather than a 99 year lease which was approved and sent to the Legislature under the 2010 warrant article.

Mr. Hughes moved, seconded by Mr. Sidney that no action be taken on Article 6. There are two motions on the floor, one a positive main motion and the other for no action. Moved by Mr. Hughes, seconded by Mr. Jennett to move the question to end debate all motions. **The motion to end debate on Article 6 passed by a two-thirds vote. The motion to take no action passed by majority vote.**

ARTICLE 14: Committee Article (Board of Selectmen)

To see if the Town will vote to receive the reports of town officers, boards, and committees; or otherwise act thereon.

Finance Committee Recommendation: *By a vote of 9-1-0 on October 2, 2014, the Finance Committee recommends **Favorable Action***

MOTION (requires majority vote):

Moved by Mr. Evans, seconded by Mr. Everett that the Town vote to receive a report from the Electronic Voting committee.

The motion to hear the report from the Electronic Voting Committee passed unanimously. Mr. Sidney, the Chair of the Electronic Voting Study Committee gave an interim report.

Mr. Sidney moved, seconded by Ms. Gloff to postpone further consideration of Article 14 until Tuesday, October 28th. **The motion to postpone further action under Article 14 until October 28th passed unanimously.**

ARTICLE 7: Amend By-Laws: Adoption to Ban Single Use Plastic “T” Shirt” Bags (B. Patrick Conaway, et al)

Whereas it is widely documented that these single use plastic “T-Shirt Bags” litter the landscape and threaten wildlife throughout the world, and the externalized costs of cleaning up and recycling them are borne by taxpayers, we Natick Citizens support a ban on Single-Use Plastic T-Shirt Bags at all commercial establishments.

Finance Committee Recommendation:

*By a vote of 9-1-0 on September 11, 2014, the Finance Committee recommends **No Action** with regard to the subject of Article 7.*

MOTION (requires majority vote):

Moved by Mr. Evans, seconded by Mr. Everett that no action be taken on the Article 7.

Mr. Conaway made a presentation on this article. **The motion to take no action on the subject matter of Article 7 passed by majority vote.**

ARTICLE 8: Amend Bylaws: Adoption of a Ban on the Use of Polystyrene (Styrofoam) (Robert Rowe, et al)

To see what action the town will take to amend the Town of Natick By-Laws with respect to banning the use of polystyrene (also known by its trademarked name, Styrofoam) for food and beverage containers, trays, coolers, and packing materials, or otherwise act thereon.

Finance Committee Recommendation: *By a vote of 10-0-0 on September 11, 2014, the Finance Committee recommends **Referral to the Sponsor, Board of Health and Board of Selectmen** with regard to the subject of Article 8.*

MOTION (requires majority vote):

Moved by Mr. Sidney, seconded by Mr. Hughes to refer the subject matter of Article 8 to the Sponsor, the Board of

Health and the Board of Selectmen.

Mr. Rowe, the Sponsor, spoke to this article. **The motion to refer the subject matter of Article 8 passed by majority vote.**

ARTICLE 9: Amend Bylaws: Adoption of a Ban on the Use of Pesticides on Lawns & Fields (Robert Rowe, et al)

To see what action the town will take to amend the Town of Natick By-laws with respect to banning the use of pesticides on residential, commercial, and town lawns, parks, and athletic fields, or otherwise act thereon.

Finance Committee Recommendation: *By a vote of 10-0-0 on September 11, 2014, the Finance Committee recommends **No Action** with regard to the subject of Article 9.*

MOTION (requires majority vote):

Moved by Mr. Sidney, seconded by Mr. Glater to refer the subject matter of Article 9 to the Sponsor, the Board of Health and the Board of Selectmen.

Mr. Rowe, the Sponsor and Mr. James White, Director of Board of Health spoke to this article. Mr. Coffey moved, seconded by Mr. Linehan to indefinitely postpone Article 9. Ms. White spoke to the article. Ms. Shea moved, seconded by Mr. Coburn to take no action on Article 9. The Moderator explained the difference between the motions and explained that the body would vote referral first. **The motion to refer the subject matter of Article 9 passed by majority vote.**

ARTICLE 10: Amend Bylaws: Article 50: Dog Park. Dog Exercise Area (Melissa Cusson, et al)

To see if the Town will vote to amend the General Bylaws, Article 50, Section 16.4. to allow dogs to be off-leash on town property that is designated as a "Dog Park", "Dog Run" or "Dog Exercise Area".

Finance Committee Recommendation: *By a vote of 12-0-0 on September 4, 2014, the Finance Committee recommends **Favorable Action** with regard to the subject of Article 10.*

MOTION (requires majority vote):

Moved by Mr. Evans, seconded by Mr. Everett to amend the General Bylaws, Article 50, Section 16.4 (Restraint of Pets), by adding after "No person shall allow a pet, other than a cat, to run at large anywhere in the Town, except on the property of the owner of the pet or with the permission of the owner or occupant of the property." the following sentence:

"This provision shall not apply, however, in any area designated by the Town as a "Dog Park", "Dog Run" or "Dog Exercise Area."

The Moderator explained to Town Meeting that this article deals only with changing the by-law not where or whether there will be a dog park. Ms. Kelly McPherson (resident, Precinct 5) spoke to this article. Debate ensued on the article. Mr. Yang moved, seconded by Mr. Sidney to limit further debate on the subject matter of Article 10 to two minutes per speaker. **The motion to limit debate is not debatable. The vote to limit debate to no more than two minutes passed by majority vote.** Debate continued. Hughes moved, seconded by Mr. Jennett to move the question to end debate on this article. **The motion to close debate passed by two-thirds vote. The main motion under Article 10 passed by majority vote.**

ARTICLE 11: Amend Town By-Laws: Article 52: Solicitors – to Include Civil Fingerprinting Requirements (Town Administrator)

To see if the Town will vote to amend the Town of Natick By-Laws by deleting the text of Article 52 and inserting in its place the following text:

ARTICLE 52

SOLICITORS AND CANVASSERS

This Article is for the purposes of protecting the privacy of the residents of the Town of Natick, to prevent fraud, to deter and protect the residents against crime, and to protect residents against annoyance. The provisions of this Article have neither the purpose nor intent of infringing upon or denying rights protected by the Constitutions of the United States and the Commonwealth of Massachusetts, and instead constitute reasonable time and manner restrictions on door-to-door solicitation and canvassing in the Town of Natick

SECTION 52.1 DEFINITIONS

BONA FIDE RELIGIOUS, CHARITABLE, EDUCATIONAL OR POLITICAL ORGANIZATION

Any organization that is qualified under state or federal law as a tax-exempt, nonprofit organization, any religious, charitable, educational or political organization or group, or any organization or group that espouses or advocates a position or belief on any subject of public interest or on behalf of any candidate for public office.

CANVASS OR CANVASSING

Includes any one (1) or more of the following door-to-door activities:

1. Person-to-person distribution of literature, periodicals, or other printed materials, but shall not include placing or dropping off printed materials on the premises except as otherwise exempted by this Article.
2. Seeking to enlist membership in any organization except as otherwise exempted by this Article.
3. Seeking to present, in person, organizational information except as otherwise exempted by this Article.

LICENSE

The photo identification card issued to a licensee under this Article.

PERSON

Any individual, business entity, firm, partnership, corporation, company, association or joint-stock association, society, organization or league and includes any trustee, receiver, assignee, agent or other similar representative thereof, except as otherwise exempted by this Article.

SOLICIT or SOLICITATION

Includes any one (1) or more of the following activities:

Seeking to sell or obtain orders for the purchase of goods wares, merchandise, foodstuffs, and services of any kind, character or description whatever.

Seeking to obtain subscriptions to books, magazines, periodicals, newspapers and every other type or kind of publication.

Seeking to obtain gifts or contributions of money, clothing or any other valuable item for the support or benefit of any charitable or nonprofit association, business entity, organization, corporation, group or project except as otherwise exempted by this Article.

SECTION 52.2 LICENSE REQUIRED

No person, firm or corporation shall canvass, solicit, distribute circulars or other matters, or call from house to house in the Town of Natick to sell, promote the sale of or attempt to sell goods by sample, or to take or attempt to take orders for, the future delivery of goods, merchandise, wares or any other property, personal or real, of any nature whatsoever, or take or attempt to take orders for services to be furnished or performed presently or in the future, or collect or attempt to collect contributions for any purpose, without first having obtained a written license from the Chief of Police of the Town of Natick under the provisions of this Article.

SECTION 52.3 EXEMPTIONS

Any person, firm or corporation soliciting or canvassing on behalf of a bona fide religious, charitable, educational or political organization shall be exempt from the requirements of this Article, except for the hours of solicitation and the requirements hereinafter provided in Section 52.16 below.

Any person, firm or corporation delivering goods or performing services which have been previously ordered by the person owning, leasing or occupying the property where such delivery is made or service performed shall be exempt

from the requirements of this Article.

Any person, firm or corporation calling upon or soliciting from commercial establishments located in the Town of Natick shall be exempt from the requirements of this Article.

Any minor employed by a newspaper as a carrier, or who has been previously registered with the Chief of Police by an employing newspaper, shall be exempt from the requirements of this Article.

The provisions of this Article shall not apply to any of the following groups:

Girl Scouts of America, Natick Chapter

Boy Scouts of America, Natick Chapter

Any youth activity/sports association affiliated with the Town of Natick or School Department of the Town of Natick

SECTION 52.4 APPLICATIONS

Any person seeking a license to engage in any activity set forth in Article 52.2, except those persons and activities exempt under Article 52.3, shall file an application with the Chief of Police on a form used by him no less than thirty (30) days prior to the requested start date for such canvassing or solicitation.

The application form shall require, at a minimum, the following information:

Name of applicant.

Address of applicant (local and permanent home address).

Applicant's date of birth.

Applicant's height, weight, eye and hair color.

Applicant's social security number.

The length of time for which the right to do business is desired.

A brief description of the nature of the business and the goods to be sold.

The name and home office address of the applicant's employer or the person or entity on behalf the applicant is soliciting or canvassing. If self-employed, it shall so state.

If the applicant is operating a motor vehicle in connection with the soliciting or canvassing, the year, make, color model, registration number, registered state, vehicle owner, and address.

Whether the applicant has been convicted of a crime or offense or violation of any municipal bylaw, ordinance or regulation relating to canvassing or soliciting and, if so when, where and the nature of the offense.

The names of other municipalities in the Commonwealth of Massachusetts where the applicant has been issued or granted a permit, license or similar authorization to solicit or canvass in the past two years.

All applicants under this section shall be fingerprinted as set forth in Article 55, and photographed by the Natick Chief of Police.

SECTION 52.5 PHOTOGRAPH REQUIRED

The applicant shall permit the Police Department in the Town of Natick to photograph said applicant for identification purposes.

SECTION 52.6 DENIAL, SUSPENSION OR REVOCATION OF LICENSE

Any applicant who fails to fully comply with the requisites established for issuance of a license shall be denied a license. Any falsification of information required to be provided in the application process shall result in denial or immediate revocation of the license.

Any failure to comply with the other provisions of this Article shall result in immediate revocation of the licensee's license.

Any failure of a licensee to prominently display his or her license upon his or her person when soliciting or canvassing shall result in immediate revocation of the license.

The Natick Chief of Police shall notify the licensee and shall provide the licensee an opportunity to be heard prior to revoking the license. Pending such hearing, the Natick Chief of Police may suspend the license.

SECTION 52.7 ISSUANCE OR DENIAL OF LICENSE

Within five (5) days of receiving an applicant's completed application under Section 52.4, the Chief of Police shall submit an applicant's fingerprints for a fingerprint-based criminal record background check in accordance with Article 55. Within seven (7) days of receiving the results of such fingerprint-based criminal record background check, the Chief of Police shall issue or deny a license. In computing the time periods under this Section 52.7, Saturdays, Sundays and holidays shall be excluded. If the Chief of Police does not submit an applicant's fingerprints or render a decision within the applicable time periods under this Section 52.7, the license shall be deemed constructively granted.

SECTION 52.8 LICENSE FEE; TERM

Each applicant for a license shall pay a nonrefundable fee of ten dollars (\$10.00) in addition to any fees set forth in Article 55. The license shall expire as set forth on each license but in no case shall it exceed one (1) year from the date of its issue, unless earlier revoked. A licensee requesting renewal of a license must provide such information and pay the nonrefundable fee as is required to obtain an initial license, prior to the expiration of the current license.

SECTION 52.9 SEPARATE LICENSE

In the case of a firm or corporation, each person representing or soliciting or canvassing on behalf of such firm or corporation shall be required to apply for and maintain a separate license.

SECTION 52.10 LICENSE TO BE NONTRANSFERABLE; DISPLAY

The license shall be nontransferable and shall entitle the licensee for the period indicated therein and for the purposes specified therein to solicit or canvass in the Town of Natick, unless otherwise exempted under this Article, provided that the licensee shall have in his/her possession at all times while soliciting or canvassing and shall further conspicuously display the license.

SECTION 52.11 POSTED PREMISES.

No person shall engage in solicitation or canvassing upon any premises without a prior invitation from the occupant thereof if there is posted or displayed on such premises by means of a notice prominently displayed upon which is printed the words "No Solicitors" or "No Canvassers" or words of similar import. For the purposes of this section, the premises shall be deemed posted or displayed against solicitation or canvassing if there is exhibited, on or near the main entrance to the premises or on or near the main door to any residence located thereon, a sign at least three (3") inches by four (4") inches in size which bears the above or similar words in letters at least 1/3 inch in length.

SECTION 52.12 PROHIBITED ACTIVITIES.

There shall be no solicitation or canvassing upon the premises, other than upon prior invitation of the occupant of any such premises, prior to 8:30 a.m. or after 8:30 p.m. local time of any day, and it is hereby declared unlawful and shall constitute a nuisance for any person, whether licensed under this Article or not, to go upon any premises and ring the doorbell upon or near any door or create any sound in any other manner calculated to attract attention of the occupant of such residence, for the solicitation or canvassing as herein defined prior to 8:30 a.m. or after 8:30 p.m. of any day or at any time on a Sunday or national holiday.

No person engaged in solicitation or canvassing shall, at the time of initial contact with a prospective customer or donor, fail to identify himself or herself and the purpose of the solicitation or canvassing.

No person engaged in solicitation or canvassing shall misrepresent the purpose of his or her solicitation or canvassing or use any false, deceptive or misleading representation to induce a sale or contribution, or use any plan, scheme or ruse which misrepresents the true status or mission of the person making the solicitation or canvassing.

No person engaged in making a solicitation or canvassing as defined in Article 52.1 shall violate any or the provisions of Chapter 93A of the Massachusetts General Laws, said chapter being entitled "Regulation of Business Practices for Consumers' Protection," the current provisions of which are hereby adopted and by reference made a part hereof..

SECTION 52.13 CERTAIN REPRESENTATIONS ARE PROHIBITED

No person, firm or organization having received a license to canvass or solicit within the Town of Natick shall use or exploit the fact of the license so as to lead the public to believe that such license in any manner constitutes an endorsement or approval by the Town of Natick or any of its officials.

SECTION 52.14 AUTHORITY OF CHIEF OF POLICE

The Chief of Police of the Town of Natick shall have the power and authority to grant, deny, suspend or revoke licenses as provided for and in accordance with the terms of this Article.

SECTION 52.15 VIOLATIONS AND PENALTIES

Any person, firm or corporation charged with violating any of the provisions of this Article shall, upon conviction thereof, be liable for a fine not exceeding three hundred dollars (\$300.00) for each violation. Each day on which a violation exists shall constitute a separate violation.

SECTION 52.16 BONA FIDE RELIGIOUS, CHARITABLE, EDUCATIONAL OR POLITICAL SOLICITORS AND CANVASSERS

Any person, firm or corporation soliciting or canvassing on behalf of a bona fide religious, charitable, educational or political organization, as defined in this Article, shall, prior to such solicitation or canvassing, file with the Chief of Police a completed application in the form provided.

The application shall contain the following information:

Name and address of the firm, corporation or organization represented by the individual solicitor or canvasser, when applicable.

Name, address and telephone number of the person in charge of such organization to be contacted in the case of emergency.

Name, address (both temporary and permanent), telephone number, social security number, and date of birth of all individual solicitors who will be soliciting or canvassing within the Town of Natick.

Whether the applicant has been convicted of a crime or offense or violation of any bylaw relating to canvassing or soliciting and, if so, when, where and the nature of the offense; names of other municipalities in the Commonwealth of Massachusetts where the applicant has been issued or granted a permit, license or other authorization to solicit in the past two (2) years.

Whether any motor vehicles will be used in connection with the canvassing or soliciting and, if so, the make, year, color, type and license plate number.

Nature of any goods or services to be sold for the purpose of the solicitations or canvassing.

Such application shall be filed with the Chief of Police at least seven (7) days prior to the time when such soliciting or canvassing shall take place.

Upon completion of the requirements set forth in Subsections A, B and C above, the Chief of Police shall issue a license to the applicant within seven (7) days. In computing the seven (7) day period, Saturdays, Sundays and holidays shall be excluded.

Each individual solicitor or canvasser for a bona fide religious, charitable, educational or political organization shall

be issued a license by the Chief of Police. The license shall be available to be picked up from the Chief of Police of the Town of Natick. No license shall be transferable.

Failure to comply with the requirements established for issuance of a license, falsification of any information required to be provided, failure to properly display the license issued, or soliciting or canvassing during prohibited hours shall result in denial or immediate revocation of the applicant's license. The Chief of Police shall notify the licensee and shall provide the licensee an opportunity to be heard prior to revoking the license. Pending such hearing, the Natick Chief of Police may suspend the license.

SECTION 52.17 APPEAL FOLLOWING ACTION BY CHIEF OF POLICE REGARDING REVOCATION OR DENIAL OF LICENSE

Any person whose license application has been denied or whose license has been revoked shall have the right of appeal to the Natick Board of Selectmen, subject to the same standards for denial or revocation set forth in this Article. Any such appeal must be commenced within fourteen (14) days of the date of the decision by the Chief of Police.

SECTION 52.18 CANDIDATES FOR POLITICAL OFFICE EXEMPT

Any candidate for public office or person campaigning on behalf of such candidate, where such candidate is seeking election to an office to be voted upon by the residents of the Town of Natick who are duly registered to vote in elections in accordance with the laws of the Commonwealth of Massachusetts and the United States, shall be exempt from the requirements of this Article.

Finance Committee Recommendation: *By a vote of 11-0-0 on October 22, 2014, the Finance Committee recommends **Favorable Action** with regard to the subject of Article 11.*

MOTION (requires majority vote):

Moved by Mr. Evans, seconded by Mr. Everett that the Town vote to amend the Town of Natick By-laws by deleting the text of Article 52 and inserting in its place the following text:

ARTICLE 52

SOLICITORS AND CANVASSERS

This Article is for the purposes of protecting the privacy of the residents of the Town of Natick, to prevent fraud, to deter and protect the residents against crime, and to protect residents against annoyance. The provisions of this Article have neither the purpose nor intent of infringing upon or denying rights protected by the Constitutions of the United States and the Commonwealth of Massachusetts, and instead constitute reasonable time, place and manner restrictions on door-to-door soliciting and canvassing in the Town of Natick.

SECTION 52.1 DEFINITIONS

BONA FIDE RELIGIOUS, CHARITABLE, EDUCATIONAL OR POLITICAL ORGANIZATION

Any organization that is qualified under state or federal law as a tax-exempt, nonprofit organization, any religious, charitable, educational or political organization or group, or any organization or group that espouses or advocates a position or belief on any subject of public interest or on behalf of any candidate for public office.

CANVASS OR CANVASSING

Includes any one (1) or more of the following door-to-door activities:

Person-to-person distribution of literature, periodicals, or other printed materials, but shall not include placing or dropping off printed materials on the premises except as otherwise exempted by this Article.

Seeking to enlist membership in any organization except as otherwise exempted by this Article.

Seeking to present, in person, organizational information except as otherwise exempted by this Article.

LICENSE

The photo identification card issued to a licensee under this Article.

PERSON

Any individual, business entity, firm, partnership, corporation, company, association or joint-stock association, society, organization or league and includes any trustee, receiver, assignee, agent or other similar representative thereof, except as otherwise exempted by this Article.

SOLICIT or SOLICITATION

Includes any one (1) or more of the following activities:

Seeking to sell or obtain orders for the purchase of goods wares, merchandise, foodstuffs, and services of any kind, character or description whatever.

Seeking to obtain subscriptions to books, magazines, periodicals, newspapers and every other type or kind of publication.

Seeking to obtain gifts or contributions of money, clothing or any other valuable item for the support or benefit of any charitable or nonprofit association, business entity, organization, corporation, group or project except as otherwise exempted by this Article.

SECTION 52.2 LICENSE REQUIRED

No person, firm or corporation shall canvass, solicit, distribute circulars or other matters, or call from house to house in the Town of Natick to sell, promote the sale of or attempt to sell goods by sample, or to take or attempt to take orders for, the future delivery of goods, merchandise, wares or any other property, personal or real, of any nature whatsoever, or take or attempt to take orders for services to be furnished or performed presently or in the future, or collect or attempt to collect contributions for any purpose, without first having obtained a written license from the Natick Chief of Police ("Chief of Police") or his designee under the provisions of this Article (except as otherwise provided in Section 52.3 below).

SECTION 52.3 EXEMPTIONS

Any person, firm or corporation soliciting or canvassing on behalf of a bona fide religious, charitable, educational or political organization shall be exempt from the requirements of this Article, except no soliciting or canvassing outside the hours set forth in Section 52.8.

Any person, firm or corporation delivering goods or performing services which have been previously ordered by the person owning, leasing or occupying the property where such delivery is made or service performed shall be exempt from the requirements of this Article.

Any minor employed by a newspaper as a carrier, or who has been previously registered with the Chief of Police by an employing newspaper, shall be exempt from the requirements of this Article.

The provisions of this Article shall not apply to any of the following groups:

Girl Scouts of America, Natick Chapter

Boy Scouts of America, Natick Chapter

Any youth activity/sports association affiliated with the Town of Natick or School Department of the Town of Natick

E. Any candidate for public office or person campaigning on behalf of such candidate, where such candidate is seeking election to an office to be voted upon by the registered voters, or any person campaigning on behalf of or in opposition to any federal, state or local ballot question, petition, referendum, or home rule charter or by-law amendment to be voted upon by the registered voters, shall be exempt from the requirements of the this article.

SECTION 52.4 NON-EXEMPT LICENCE APPLICATIONS

Any person seeking a license to engage in any activity set forth in Article 52.2, except those persons and activities exempt under Article 52.3, shall file an application with the Chief of Police or his or her designee on a form used by him no less than thirty (30) days prior to the requested start date for such canvassing or soliciting.

The application form shall require, at a minimum, the following information:

Name of applicant.

Address of applicant (local and permanent home address).

Applicant's date of birth.

Applicant's height, weight, eye and hair color.

Applicant's social security number.

The length of time for which the right to do business is desired.

A brief description of the nature of the business and the goods to be sold.

The name and home office address of the applicant's employer or the person or entity on whose behalf the applicant is soliciting or canvassing. If self-employed, it shall so state.

If the applicant is operating a motor vehicle in connection with the soliciting or canvassing, the year, make, color, model, registration number, registered state, vehicle owner, and address.

Whether the applicant has been convicted of a crime or offense or violation of any municipal bylaw, ordinance or regulation relating to canvassing or soliciting and, if so when, where and the nature of the offense.

The names of other municipalities in the Commonwealth of Massachusetts where the applicant has been issued or granted a permit, license or similar authorization to solicit or canvass in the past two years.

All applicants under this section shall be fingerprinted as set forth in Article 55, and photographed by the Chief of Police or his or her designee, and shall pay the application fee required under Article 55, in addition to the license application fee required under this Article 52.

The applicant shall permit the Natick Police Department to photograph said applicant for identification purposes. A copy of said photograph shall be kept on file in the Natick Police Department.

Within five (5) days of receiving applicants completed application under this Section 52.4, the Chief of Police shall submit an applicant's fingerprints for a fingerprint-based criminal record background check in accordance with Article 55. Within seven (7) days of receiving the results of such fingerprint-based criminal record background check, the Chief of Police or his or her designee shall issue or deny a license. In computing the time periods under this Section 52.4, Saturdays, Sundays and holidays shall be excluded. If the Chief of Police does not submit an applicant's fingerprints or render a decision within the applicable time periods under this Section 52.4, the license shall be deemed constructively granted.

Subject to the time requirements set forth in Section 52.4E above, the Chief of Police or his or her designee shall grant a license, except in the following circumstances:

An applicant fails to fully comply with the requisites established for issuance of a license, including submission of a completed application form and payment of the applicable filing fees.

Falsification of information required to be provided in the application process.

A conviction in any state or federal court of the United States or any court of a territory of the United States for any of the following crimes or offenses, by whatever named called, within seven years prior to the date of license application: burglary (armed or unarmed); stalking; breaking and entering; larceny; kidnapping; armed robbery (armed or unarmed); home invasion; buying, receiving or concealing stolen property; assault; fraud; conduct as specified in Massachusetts General Laws Chapter 265, Sections 13B and 22 through 24; and sexual assault, rape or other sex related offenses; unlawfully carrying weapons; or the attempt of any such crime or offense.

Violations of the provisions of this Article or any state law or regulation or municipal bylaw, ordinance or regulation regulating canvassing or soliciting, by whatever name called.

The Chief of Police or his or her designee may suspend or immediately revoke a license in the following circumstances:

The occurrence of any ground for denial as set forth in Section 52.4 F Failure to comply with the other provisions of this Article

Any failure of a licensee to prominently display his or her license upon his or her person when soliciting or canvassing. The Chief of Police or his or her designee shall notify the licensee and shall provide the licensee an opportunity to be heard prior to suspending or revoking the license. Pending any such revocation hearing the Chief of Police or his or her designee may suspend the license.

Each applicant for a license shall pay a nonrefundable fee of ten dollars (\$10.00), in addition to any fees set forth in Article 55. The license shall expire as set forth on each license but in no case shall the term of the license exceed one (1) year from the date of its issue. A licensee requesting renewal of a license must provide such information and pay the same nonrefundable fee as is required to obtain an initial license, prior to the expiration of the current license.

SECTION 52.5 SEPARATE LICENSE

In the case of a firm or corporation, each person representing or soliciting or canvassing on behalf of such firm or corporation shall be required to apply for and maintain a separate license.

SECTION 52.6 LICENSE TO BE NONTRANSFERABLE; DISPLAY

The license shall be nontransferable and shall entitle the licensee for the period indicated therein and for the purposes specified therein to solicit or canvass in the Town of Natick, unless otherwise exempted under this Article, provided that the licensee shall have the license in his/her possession at all times while soliciting or canvassing and shall further conspicuously display the license.

SECTION 52.7 POSTED PREMISES.

No person shall engage in soliciting or canvassing upon any premises without a prior invitation from the occupant thereof if there is posted or displayed on such premises by means of a notice prominently displayed upon which is printed the words "No Solicitors" or "No Canvassers" or words of similar import. For the purposes of this section, the premises shall be deemed posted or displayed against soliciting or canvassing if there is exhibited, on or near the main entrance to the premises or on or near the main door to any residence located thereon, a sign at least three (3") inches by four (4") inches in size which bears the above or similar words in letters at least one-third (1/3) inch in length.

SECTION 52.8 PROHIBITED ACTIVITIES.

There shall be no soliciting or canvassing upon the premises, other than upon prior invitation of the occupant of any such premises, prior to 8:30 a.m. or after 8:30 p.m. local time of any day, and it is hereby declared unlawful and shall constitute a nuisance for any person, whether licensed under this Article or not, to go upon any premises and ring the doorbell upon or near any door or create any sound in any other manner calculated to attract attention of the occupant of such residence, for the soliciting or canvassing as herein defined prior to 8:30 a.m. or after 8:30 p.m. of any day or at any time on a national holiday.

No person engaged in soliciting or canvassing shall, at the time of initial contact with a prospective customer or donor, fail to identify himself or herself and the purpose of the soliciting or canvassing.

No person engaged in soliciting or canvassing shall misrepresent the purpose of his or her soliciting or canvassing or use any false, deceptive or misleading representation to induce a sale or contribution, or use any plan, scheme or ruse which misrepresents the true status or mission of the person making the soliciting or canvassing.

No person engaged in making a soliciting or canvassing as defined in Article 52.1 shall violate any or the provisions of Chapter 93A of the Massachusetts General Laws, said chapter being entitled "Regulation of Business Practices for Consumers' Protection," the current provisions of which are hereby adopted and by reference made a part hereof.

SECTION 52.9 CERTAIN REPRESENTATIONS ARE PROHIBITED

No person, firm or organization having received a license to canvass or solicit within the Town of Natick shall use or exploit the fact of the license so as to lead the public to believe that such license in any manner constitutes an

endorsement or approval by the Town of Natick or any of its officials.

SECTION 52.10 AUTHORITY OF CHIEF OF POLICE

The Chief of Police or his or her designee shall have the power and authority to grant, deny, suspend or revoke licenses as provided for and in accordance with the terms of this Article.

SECTION 52.11 APPEAL FOLLOWING ACTION BY CHIEF OF POLICE REGARDING REVOCATION OR DENIAL OF LICENSE

Any person whose license application has been denied or whose license has been revoked shall have the right of appeal to the Natick Board of Selectmen, subject to the same standards for denial or revocation set forth in this Article. Any such appeal must be commenced within fourteen (14) days of the date of the decision by the Chief of Police or his or her designee.

SECTION 52.12 VIOLATIONS AND PENALTIES

Any person, firm or corporation charged with violating any of the provisions of this Article shall, upon conviction thereof, be liable for a fine not exceeding three hundred dollars (\$300.00) for each violation. Each day on which a violation exists shall constitute a separate violation.

Chief Hicks spoke to this article. Mr. Linehan moved, seconded by Ms. Gloff to amend the Section 52.3 Exemptions Point D lines 1 and 2 to delete the words “Chapter” to “affiliate (s)”. **The amendment passed unanimously.**

Moved by Mr. Hayes, seconded by Mr. Freedman to amend Section 52.3 Exemptions, Section A by deleting the words “no soliciting or canvassing outside the hours” and replacing them with the words “for the Prohibited Activities”. **The amendment passed unanimously.**

Mr. Sidney moved, seconded by Mr. Gath to amend the main motion by deleting the words “or her” in Sections 52.2, 52.4A, 52.4C, 52.4 E, 52.4F, 52.4G (beginning Paragraph B), 52.4 G3, 52.4G (ending paragraph), 52.10 and 52.11. **The amendment passed by majority vote.**

Mr. Coburn moved, seconded by Mr. Gath to amend Section 52.3D to add “4. Any other organization designated for exemption by the Board of Selectmen, the Recreation and Parks Commission or the School Committee”. Mr. Linehan moved, seconded by Mr. Montross to amend the amendment to insert a “.” after the word “Selectmen” and delete the remainder of the sentence. **The amendment to the amendment passed by majority vote. The amendment to the main motion passed by majority vote.**

Mr. Munnich requested without objection that Section 52.8, Section D in line 2 to change the word “or” to “of”. The change was made. Debate continued on the amended main motion.

Mr. Haugland questioned the quorum. There was not quorum present. The meeting adjourned at 10:30 PM

A record of the Second Session of
2014 Fall Annual Town Meeting
October 23, 2014

s/Lorraine McNally, Acting Town Clerk

2014 Fall Annual Town Meeting

Fine and Performing Arts Center

Natick High School

October 28, 2014

Third Session

The third session of the 2014 Fall Annual Town Meeting was called to order at 7:40 PM by the Town Moderator, Frank W. Foss, who declared a quorum present. The Moderator welcomed residents, taxpayers, town officials, Town Meeting Members and interested parties to the second session of 2014 Fall Annual Town Meeting. The Moderator asked that all recently elected or appointed members of Town Meeting who have not yet been sworn in stand to take the oath of office. There were none. The meeting stood for the Pledge of Allegiance and a moment of silence in recognition of all the men and women serving on our behalf throughout the world.

The Moderator introduced the officials present on the stage and in the well of the auditorium. The following people were present: Diane Packer, Town Clerk; James Everett, Finance Committee Chair, Bruce Evans, Finance Committee Secretary; Martha White, Town Administrator; Brandon Moss, Town Counsel; and Josh Ostroff, Chair of the Board of Selectmen.

The Moderator reviewed the general rules and procedures of Town Meeting that were accepted at the last meeting. The proceedings of Town Meetings shall be governed by Town Meeting Time, the Town of Natick Home Rule Charter, the Natick By-laws and the General Laws of the Commonwealth of Massachusetts (MGL). No person shall speak upon any article more than once when any other person desires to be heard, nor more than twice on the same question without permission of Town Meeting; and no person shall speak more than ten (10) minutes at one time without permission of Town Meeting. Consistent with the Natick By-laws, any person having a monetary or equitable interest in any matter under discussion at a Town Meeting, and any person employed by another having such an interest, shall disclose the fact of his/her interest or employment before speaking thereon.

The motion to waive the reading of the text of all 2014 Fall Annual Town Meeting warrant articles and move to waive reading the text of motions, excluding the amounts to be appropriated and sources of said amounts to be appropriated when motions are provided in the text of Recommendations of the Natick Finance Committee publications remains in effect.

Mr. Brown moved, seconded by Ms. Coughlin to postpone consideration of Articles 11 and 12 until Thursday, October 30th. Chief Hicks was not available this evening and therefore it would be better to continue discussion when he is available on Thursday evening. Mr. Haugland moved, seconded by Ms. Collins to refer Article 11 to the Town Administrator. The motion for postponement was voted on first. The motion to postpone passed by majority vote.

The Moderator announced the next order of business would be Articles 15, 16 and 17 which had been postponed to this meeting.

ARTICLE 15: Study Committee: Sawin House and Appurtenant Land (Kenneth W. VanBlarcum, et al)

To see if the Town will vote to form a Study Committee to determine the status of the Sawin House located at 79 South Street with its appurtenant land and matters relating thereof; to issue reports, recommendations;

and to initiate warrant articles to Town Meeting; and to appropriate funds for this purpose.

Finance Committee Recommendation: *By a vote of 11-1-0 on September 18, 2014, the Finance Committee recommends Favorable Action with regard to the subject of Article 15.*

MOTION (requires majority vote):

Moved by Mr. Evans, seconded by Mr. Everett that the Town establish a Study Committee to determine the status of the Sawin House located at 79 South Street and its' appurtenant land. Said committee to review such materials and instruments as affect the interests of the Town of Natick and other parties thereto; to issue a report of its findings; to make recommendations thereon to municipal, state and federal bodies; and take such other action as appropriate. The Study Committee to consist of no less than seven [7] members appointed by the Moderator comprised as follows:

One representative nominated by the Historic Commission

One representative nominated by the Historic District Commission

One representative nominated by the Board of Selectmen

One representative nominated by the Friends of Shaw Park; and

Three or more members of the public

And that the Moderator may appoint members of the public or other boards and committees in the event nominations are not made, or at the moderator's discretion, individuals with expertise relating to historic preservation, local history, landscape planning and other relevant disciplines will add to the deliberations and recommendations of the committee.

And that members of the public may be from other boards and committees, citizens of the town, or appointed regardless of residence if possessed of special expertise, as noted above. Said committee being a multiple member body under the Town Charter.

Said committee to have access to town counsel and to staff from within the administration for resource support including the staff of Land, Facilities, and Natural Resources, Office of the Town Clerk and other offices, as may be deemed necessary.

Said committee to return with its' findings and recommendations in the form of a report and motion to 2015 Spring Annual Town Meeting. This shall not preclude any preliminary report, recommendations, or filing to Town boards, commissions or committees prior to such time.

The term of the Study Committee shall expire at the dissolution of 2015 Spring Annual Town Meeting.

Mr. Linehan moved, seconded by Mr. Awkward to amend the main motion to add "One representative from the Open Space Advisory Committee" and to change the "three" to "two" in the number of members of the public. The amendment passed by majority vote.

Mr. Krentzman moved to amend, seconded by Ms. Gloff the motion to remove the bullet point "one member from the Friends of Shaw Park". Mr. Gath moved, seconded by Mr. Awkward to move the question and close debate on this motion. The motion to close debate passed by two-thirds vote. The amendment failed.

Ms. Gloff moved, seconded by Mr. Luke to add an additional member to the committee "One representative nominated by the Massachusetts Audubon Society". The amendment to the motion passed by majority vote.

Mr. Munnich moved, seconded by Ms. Coughlin to delete the bullet point “One representative nominated by the Board of Selectmen”. The amendment to the motion passed by majority vote.

Ms. Shea moved, seconded by Mr. Pierce to add a representative to the Committee nominated by the Recreation and Parks Commission. The amendment passed by majority vote.

Ms. Gloff rose to say that the Historic Commission should be the Historical Commission. The Moderator, without objection, changed the Historic Commission to the Historical Commission.

The amended main motion passed by majority vote.

ARTICLE 16: Use of Shaw Park for Cultural, Educational, Historical, and Park Purposes (Stephen Evers, et al)

To see if the Town will vote to authorize the Board of Selectmen to petition the General Court to enact legislation which would allow the Town of Natick to use the Shaw Park property for cultural, educational or historic purposes, including location of historic buildings or reconstruction of historic buildings or structures thereon, in addition to use for park purposes, and to seek all other governmental approval necessary to accomplish the purposes of this article; provided that the General Court may reasonably vary the form and substance of the requested legislation within the scope of the general public objectives of the petition. The Shaw Park property is described as 53 Eliot Street, Natick, Ma, is shown as Lot 61 on Town of Natick Assessors’ Maps 63, and is shown as Lot 1 on a plan entitled “Plan of Land in Natick, Mass. Owned By: Inhabitants of the Town of Natick (Parks & Recreation Department)”, Scale 1”=30’, dated March 13, 2014, Survey By: Sullivan Surveying Company, LLC, 209 West Central Street, Natick, Mass, a copy of which plan is on file with the office of the Natick Town Clerk, or otherwise act thereon.

Finance Committee Recommendation: *By a vote of 10-1-0 on September 18, 2014, the Finance Committee recommends No Action with regard to the subject of Article 16.*

MOTION (requires majority vote):

Moved by Mr. Evans seconded by Mr. Everett that no action be taken with regard to the subject of Article 16.

Mr. Wheeler moved, seconded by Ms. Evans that the Town vote to authorize the Board of Selectmen to petition the General Court to enact legislation that would allow the Town of Natick to use the Shaw Park property for cultural, educational, or historical purposes, including location of historic buildings or reconstruction of historic buildings or structures thereon, in addition to use for park purposes, and to seek all other governmental approvals necessary to accomplish the purposes of this article; provided that the General Court may reasonably vary the form and substance of the requested legislation within the scope of the general public objectives of the petition.

Mr. Sidney moved, seconded by Ms. Collins to waive the reading of the motion. The motion to waive reading of the motion passed by majority vote.

Mr. Munnich raised a point of order regarding a defect in the article as it states “...a copy of which plan is on file with the office of the Natick Town Clerk, or otherwise act thereon” and there is no plan on file in the Town Clerk’s office and there has not been since the warrant closed through the close of business today. The Moderator consulted with Mr. Moss, Town Counsel and there was a brief recess. The Moderator ruled that Articles 16 and 17 were not correctly before the Meeting. There is and has not been a plan available in the Town Clerk’s office. In addition, it is not clear that the Assessor’s map, which is available, is exactly the same as the survey referred to in the motion. The Moderator ruled that the only action that could be taken

was No Action. Ms. Shea moved, seconded by Ms. Chinetti to move the question, closing debate. The motion to close debate passed by a two-thirds vote. The motion to take no action on the subject of Article 16 passed by majority vote.

ARTICLE 17: Long Term Lease of a Portion of Shaw Park for Cultural, Educational or Historical Purposes (Stephen Evers, et al)

To see if the Town will vote to authorize the Board of Selectmen to petition the General Court to enact legislation which would allow the Board of Selectmen to lease for cultural, educational or historic purposes a portion of the Shaw Park property for a term not to exceed ninety nine (99) years, notwithstanding the provisions of Chapter 40, Section 3 of the Massachusetts General Laws, or any other general law or special law to the contrary; provided that the General Court may reasonably vary the form and substance of the requested legislation within the scope of the general public objectives of the petition. The Shaw Park property is described as 53 Eliot Street, Natick, MA, is shown as Lot 61 on Town of Natick Assessors' Maps 63, and is shown as Lot 1 on a plan entitled "Plan of Land in Natick, Mass. Owned By: Inhabitants of the Town of Natick (Parks & Recreation Department)", Scale 1"=30', dated March 13, 2014, Survey By: Sullivan Surveying Company, LLC, 209 West Central Street, Natick, Mass, a copy of which plan is on file with the office of the Natick Town Clerk, or otherwise act thereon.

Finance Committee Recommendation: *By a vote of 11-0-0 on September 18, 2014, the Finance Committee recommends No Action with regard to the subject of Article 17.*

MOTION (requires majority vote):

Moved by Mr. Evans, seconded by Mr. Everett that no action be taken on the subject of Article 17.

The motion to take no action on the subject matter of Article 17 passed by majority vote.

ARTICLE 14: Committee Article (Board of Selectmen)

To see if the Town will vote to receive the reports of town officers, boards, and committees; or otherwise act thereon.

MOTION (requires majority vote):

Moved by Mr. Sidney, seconded by Mr. Jennett to hear the report from the MBTA Station Advisory Committee. The motion to hear the report passed by majority vote. Mr. Ostroff made the report on behalf of the committee.

Moved by Mr. Sidney, seconded by Ms. Gloff to hear the report from the Strategic Planning Review Committee. The motion to hear the report passed by majority vote. Mr. Ostroff made the report on behalf of the committee.

ARTICLE 18: Codification of Town of Natick Home Rule Charter (Town Clerk)

To see if the Town will vote to amend the Town of Natick Home Rule Charter, said amendments being limited to administrative corrections, including but not limited to typographical errors, inconsistencies and grammatical errors; a copy of the Charter reflecting the proposed changes being available for review at the office of the Natick Town Clerk, or otherwise act thereon.

Finance Committee Recommendation: *By a vote of 12-0-0, on September 4, 2014, the Finance Committee recommends No Action with regard to the subject of Article 18.*

MOTION (requires majority vote):

Moved by Mr. Evans, seconded by Mr. Everett that no action be taken on the subject of Article 18.

The motion to take no action on the subject matter of Article 18 passed by majority vote.

Mr. Forshner moved, seconded by Mr. Sidney that Article 20 be taken before Article 19. The motion passed unanimously.

ARTICLE 20: Study Committee: Conservation Commission Fund (Julian Munnich, et al)

To see if the Town will vote to form a Study Committee to determine the nature of all revenues, deposits, interest, expenditures and appropriations to and from the Conservation Commission Fund and matters relating thereto; to issue reports, recommendations, and initiate warrant articles to town meeting; and appropriate funds for this purpose.

Finance Committee Recommendation: By a vote of 12-0-0 on September 16, 2014, the Finance Committee recommends Favorable Action with regard to the subject of Article 20.

MOTION (requires majority vote):

Moved by Mr. Evans, seconded by Mr. Everett that the Town establish a Study Committee to review the Conservation Commission Fund; to determine the nature of revenues, deposits, interest, expenditures and appropriations to and from said fund; to determine the requirements and restrictions of Massachusetts General Laws, the Town's Bylaws, and applicable regulations; and to determine the requirements and restrictions attached to grants, gifts, contributions, deposits, security deposits and permit decisions. Said committee to determine and recommend minimum due diligence procedures and/or guidelines for acquisition of open space lands using these funds, and to recommend what additional powers and duties the Conservation Commission may need. Said committee to determine the potential effects of accounting and expenditures on the ability to retain current funds, and on the ability to obtain future open space monies. Said Committee to recommend what form, content and manner of report on the Conservation Commission Fund and open space monies should regularly be prepared in future.

The Study Committee to consist of 7 members appointed by the Moderator comprised as follows:
One representative nominated by the Conservation Commission;
One representative nominated by the Planning Board;
One representative nominated by the Finance Committee;
One representative nominated by the Audit Advisory Committee; and three members of the public.

And; that the Moderator may appoint members of the public or other boards and committees in the event nominations are not made. And; that members of the public may be from other boards and committees or may be citizens of the town.

Said committee being a multiple member body under the Town Charter.

Said committee to have access to town counsel and to staff from within the administration for resource support, including the staff of the Comptroller's Office and the Treasurer/Collector's Office.

Said committee may utilize the services of outside consultants, for the technical review of its report, as well as the preparation of materials as may be utilized in a subsequent Comprehensive Annual Financial Report for the Town; such outside consultants to be engaged by the Finance Committee. And that a sum of \$1,500 be appropriated from free cash for the engagement of an outside consultant under the direction of the Finance Committee.

Said committee to return with its findings and recommendations in the form of a report and motion to 2015 Spring Annual Town Meeting. This shall not preclude any preliminary report to Town boards,

commissions or committees prior to such time.

The term of the Study Committee shall expire at the dissolution of 2015 Spring Annual Town Meeting.

Mr. Munnich spoke to this article. The main motion under Article 20 passed unanimously.

ARTICLE 19: Appropriate Funds to Audit Conservation Fund (Town Administrator)

To see if the Town will vote to appropriate and raise, or otherwise provide, a sum of money for the purpose of conducting an independent audit of the Conservation Fund; said audit to identify the sources and amounts of revenues deposited into said fund and the purposes and amounts of expenditures from said funds, as well as a determination as to the compliance of said expenditures with applicable state and local laws, or otherwise act thereon.

Finance Committee Recommendation: *The Finance Committee has no recommendation with regard to the subject of Article 19.*

MOTION (requires majority vote):

Mr. Forshner moved, seconded by Ms. Coughlin that the subject matter of Article 19 be referred to the Audit Advisory Committee.

Moved by Mr. Ostroff, seconded by Mr. Jennett that the Town vote to appropriate \$20,000 from Free Cash for the purpose of conducting an independent audit of the Conservation Fund under the authority of the Board of Selectmen and upon the request of the study committee established under Article 20 of 2014 Fall Annual Town Meeting; of the said audit to identify the sources and amounts of revenues deposited into said fund and the purposes and amounts of expenditures from said funds, as well as an evaluation as to the compliance of said expenditures with applicable state and local laws.

Mr. Ostroff spoke to the Article.

Mr. Sidney moved, seconded by Mr. Jennett to waive the reading of the motion. The motion to waive the reading of the motion passed unanimously. The referral motion failed. The main motion passed by majority vote.

Ms. Ball moved, seconded by Mr. Pierce to adjourn. The motion to adjourn passed by majority vote. The Meeting adjourned at 10:03 until Thursday, October 30th at 7:30 PM.

A record of the Third Session of
2014 Fall Annual Town Meeting
October 28, 2014

s/Diane Packer, Town Clerk

2014 Fall Annual Town Meeting
Fine and Performing Arts Center
Natick High School
October 30, 2014
Fourth Session

The fourth session of the 2014 Fall Annual Town Meeting was called to order at 7:45 PM by the Town Moderator, Frank W. Foss, who declared a quorum present. The Moderator welcomed residents, taxpayers, town officials, Town Meeting Members and interested parties to the fourth session of 2014 Fall Annual Town Meeting. The Moderator asked that all recently elected or appointed members of Town Meeting who have not yet been sworn in stand to take the oath of office. There were none. The meeting stood for the Pledge of Allegiance and a moment of silence in recognition of all the men and women serving on our behalf throughout the world.

The Moderator introduced the officials present on the stage and in the well of the auditorium. The following people were present: Diane Packer, Town Clerk; James Everett, Finance Committee Chair, Bruce Evans, Finance Committee Secretary; Martha White, Town Administrator; John Flynn, Town Counsel; and Josh Ostroff, Chair of the Board of Selectmen.

The Moderator reviewed the general rules and procedures of Town Meeting that were accepted at the last meeting. The proceedings of Town Meetings shall be governed by Town Meeting Time, the Town of Natick Home Rule Charter, the Natick By-laws and the General Laws of the Commonwealth of Massachusetts (MGL). No person shall speak upon any article more than once when any other person desires to be heard, nor more than twice on the same question without permission of Town Meeting; and no person shall speak more than ten (10) minutes at one time without permission of Town Meeting. Consistent with the Natick By-laws, any person having a monetary or equitable interest in any matter under discussion at a Town Meeting, and any person employed by another having such an interest, shall disclose the fact of his/her interest or employment before speaking thereon.

The motion to waive the reading of the text of all 2014 Fall Annual Town Meeting warrant articles and move to waive reading the text of motions, excluding the amounts to be appropriated and sources of said amounts to be appropriated when motions are provided in the text of Recommendations of the Natick Finance Committee publications remains in effect.

The Moderator announced that the first order of business would be Article 13 which had been postponed until this evening. Mr. Carew rose to offer a resolution honoring Mr. Ed Jolley and made the following presentation:

WHEREAS, Ed Jolley unselfishly served our country in the Marine Corps during the Korean Conflict, preserving our way of life that we so often take for granted, and

WHEREAS, Ed Jolley endlessly gave many hours of his own time during retirement to aid many veterans and their families until the very end, and

WHEREAS, Ed Jolley led the way for the Town of Natick to host the Vietnam Veterans Moving Wall on June 9-12, 2011, one of the greatest events that has happened in Natick for many years, and

WHEREAS, Ed Jolley has championed the naming of many squares in Natick in honor of veterans that made the supreme sacrifice for our freedom, and

WHEREAS, Ed Jolley has left us with a tremendous, positive impact to continue the Marine Corps motto, and that in Semper Fidelis to all of mankind

WHEREAS, after many years as President of the Natick Veterans Council, Ed Jolley passed away in October after a brave battle;

NOW THEREFORE Natick Town Meeting expresses its appreciation for the service, dedication and leadership of Ed Jolley, and expresses its condolences to his family and many friends.

Moved by Mr. Ostroff, seconded by Mr. Jennett to accept the resolution as presented by Mr. Carew. Moved by Mr. Sidney, seconded by Mr. Gath to waive the reading of the motion. The motion to waive the reading of the motion passed unanimously. The main motion as presented by Mr. Carew passed unanimously.

Mr. Ostroff rose to acknowledge, Mr. Reffett, Community Development Director, who will be leaving Natick for a new opportunity in early November.

ARTICLE 13: 22 Pleasant Street Rezoning Study Committee Update (22 Pleasant Street Rezoning Study Committee)

To see what action the Town will take to hear and accept the report and recommendations of the 22 Pleasant Street Zoning Classification Study Committee created under Article 40 of Spring 2014 Town Meeting and/or to extend the term of said committee and/or to determine and to appropriate a sum of money for the study purposes of the committee including but not limited to retention of outside professionals as appropriate, or otherwise act thereon.

Finance Committee Recommendation: *By a vote of 10-0-0 on October 2, 2014, the Finance Committee recommends Favorable Action with regard to the subject of Article 13.*

MOTIONS (require majority vote):

Motion A moved by Mr. Evans seconded by Mr. Everett that the Town hear the report and recommendations of the Pleasant Street Change of Zoning Classification Study Committee created under Article 40 of 2014 Spring Annual Town Meeting.

Motion A to hear the report passed unanimously. Mr. Griesmer, Town Meeting Member and Chair of the Committee made a presentation.

Motion B moved by Mr. Evans, seconded by Mr. Everett to extend the term of the Pleasant Street Change of Zoning Classification Study Committee created under Article 40 of 2014 Spring Annual Town Meeting through the 2015 Spring Annual Town Meeting with the continued resource support of town departments and town counsel.

Mr. Griesmer continued his presentation. Discussion on the motion continued. Moved by Mr. Grindle, seconded by Mr. Chouinard to amend Motion B by adding "and to extend its remit to include an investigation of issues related to acquisition" at the end of the main motion. The amendment to Motion B failed. Motion B passed unanimously.

The next order of business was a continuation of Article 11: to amend the Town By-laws, Article 52: Solicitors – to Include Civil Fingerprinting Requirements. At the time this Article was postponed to this session there were two motions on the floor, one for positive action on an amended main motion and

the other for referral. The referral motion failed. The amended main motion as detailed below passed by majority vote.

ARTICLE 52

SOLICITORS AND CANVASSERS

This Article is for the purposes of protecting the privacy of the residents of the Town of Natick, to prevent fraud, to deter and protect the residents against crime, and to protect residents against annoyance. The provisions of this Article have neither the purpose nor intent of infringing upon or denying rights protected by the Constitutions of the United States and the Commonwealth of Massachusetts, and instead constitute reasonable time, place and manner restrictions on door-to-door soliciting and canvassing in the Town of Natick.

SECTION 52.1 DEFINITIONS

BONA FIDE RELIGIOUS, CHARITABLE, EDUCATIONAL OR POLITICAL ORGANIZATION

Any organization that is qualified under state or federal law as a tax-exempt, nonprofit organization, any religious, charitable, educational or political organization or group, or any organization or group that espouses or advocates a position or belief on any subject of public interest or on behalf of any candidate for public office.

CANVASS OR CANVASSING

Includes any one (1) or more of the following door-to-door activities:

Person-to-person distribution of literature, periodicals, or other printed materials, but shall not include placing or dropping off printed materials on the premises except as otherwise exempted by this Article.

Seeking to enlist membership in any organization except as otherwise exempted by this Article.

Seeking to present, in person, organizational information except as otherwise exempted by this Article.

LICENSE

The photo identification card issued to a licensee under this Article.

PERSON

Any individual, business entity, firm, partnership, corporation, company, association or joint-stock association, society, organization or league and includes any trustee, receiver, assignee, agent or other similar representative thereof, except as otherwise exempted by this Article.

SOLICIT or SOLICITATION

Includes any one (1) or more of the following activities:

Seeking to sell or obtain orders for the purchase of goods wares, merchandise, foodstuffs, and services of any kind, character or description whatever.

Seeking to obtain subscriptions to books, magazines, periodicals, newspapers and every other type or kind of publication.

Seeking to obtain gifts or contributions of money, clothing or any other valuable item for the support or benefit of any charitable or nonprofit association, business entity, organization, corporation, group or project except as otherwise exempted by this Article.

SECTION 52.2 LICENSE REQUIRED

No person, firm or corporation shall canvass, solicit, distribute circulars or other matters, or call from house to house in the Town of Natick to sell, promote the sale of or attempt to sell goods by sample, or to take or attempt to take orders for, the future delivery of goods, merchandise, wares or any other property, personal or real, of any nature whatsoever, or take or attempt to take orders for services to be furnished or performed

presently or in the future, or collect or attempt to collect contributions for any purpose, without first having obtained a written license from the Natick Chief of Police ("Chief of Police") or his designee under the provisions of this Article (except as otherwise provided in Section 52.3 below).

SECTION 52.3 EXEMPTIONS

Any person, firm or corporation soliciting or canvassing on behalf of a bona fide religious, charitable, educational or political organization shall be exempt from the requirements of this Article, except for the Prohibited Activities set forth in Section 52.8.

Any person, firm or corporation delivering goods or performing services which have been previously ordered by the person owning, leasing or occupying the property where such delivery is made or service performed shall be exempt from the requirements of this Article.

Any minor employed by a newspaper as a carrier, or who has been previously registered with the Chief of Police by an employing newspaper, shall be exempt from the requirements of this Article.

The provisions of this Article shall not apply to any of the following groups:

Girl Scouts of America, Natick affiliates

Boy Scouts of America, Natick affiliates

Any youth activity/sports association affiliated with the Town of Natick or School Department of the Town of Natick

Any other organization designated by exemption by the Board of Selectmen

Any candidate for public office or person campaigning on behalf of such candidate, where such candidate is seeking election to an office to be voted upon by the registered voters, or any person campaigning on behalf of or in opposition to any federal, state or local ballot question, petition, referendum, or home rule charter or by-law amendment to be voted upon by the registered voters, shall be exempt from the requirements of the this article.

SECTION 52.4 NON-EXEMPT LICENCE APPLICATIONS

Any person seeking a license to engage in any activity set forth in Article 52.2, except those persons and activities exempt under Article 52.3, shall file an application with the Chief of Police or his designee on a form used by him not less than thirty (30) days prior to the requested start date for such canvassing or soliciting.

The application form shall require, at a minimum, the following information:

Name of applicant.

Address of applicant (local and permanent home address).

Applicant's date of birth.

Applicant's height, weight, eye and hair color.

Applicant's social security number.

The length of time for which the right to do business is desired.

A brief description of the nature of the business and the goods to be sold.

The name and home office address of the applicant's employer or the person or entity on whose behalf the applicant is soliciting or canvassing. If self-employed, it shall so state.

If the applicant is operating a motor vehicle in connection with the soliciting or canvassing, the year, make, color, model, registration number, registered state, vehicle owner, and address.

Whether the applicant has been convicted of a crime or offense or violation of any municipal bylaw, ordinance or regulation relating to canvassing or soliciting and, if so when, where and the nature of the offense.

The names of other municipalities in the Commonwealth of Massachusetts where the applicant has been issued or granted a permit, license or similar authorization to solicit or canvass in the past two years. All applicants under this section shall be fingerprinted as set forth in Article 55, and photographed by the Chief of Police or his designee, and shall pay the application fee required under Article 55, in addition to the license application fee required under this Article 52.

The applicant shall permit the Natick Police Department to photograph said applicant for identification purposes. A copy of said photograph shall be kept on file in the Natick Police Department.

Within five (5) days of receiving applicants completed application under this Section 52.4, the Chief of Police shall submit an applicant's fingerprints for a fingerprint-based criminal record background check in accordance with Article 55. Within seven (7) days of receiving the results of such fingerprint-based criminal record background check, the Chief of Police or his designee shall issue or deny a license. In computing the time periods under this Section 52.4, Saturdays, Sundays and holidays shall be excluded. If the Chief of Police does not submit an applicant's fingerprints or render a decision within the applicable time periods under this Section 52.4, the license shall be deemed constructively granted.

Subject to the time requirements set forth in Section 52.4E above, the Chief of Police or his designee shall grant a license, except in the following circumstances:

An applicant fails to fully comply with the requisites established for issuance of a license, including submission of a completed application form and payment of the applicable filing fees.

Falsification of information required to be provided in the application process.

A conviction in any state or federal court of the United States or any court of a territory of the United States for any of the following crimes or offenses, by whatever named called, within seven years prior to the date of license application: burglary (armed or unarmed); stalking; breaking and entering; larceny; kidnapping; armed robbery (armed or unarmed); home invasion; buying, receiving or concealing stolen property; assault; fraud; conduct as specified in Massachusetts General Laws Chapter 265, Sections 13B and 22 through 24; and sexual assault, rape or other sex related offenses; unlawfully carrying weapons; or the attempt of any such crime or offense.

Violations of the provisions of this Article or any state law or regulation or municipal bylaw, ordinance or regulation regulating canvassing or soliciting, by whatever name called.

The Chief of Police or his designee may suspend or immediately revoke a license in the following circumstances:

The occurrence of any ground for denial as set forth in Section 52.4 F

Failure to comply with the other provisions of this Article

Any failure of a licensee to prominently display his license upon his person when soliciting or canvassing. The Chief of Police or his designee shall notify the licensee and shall provide the licensee an opportunity to be heard prior to suspending or revoking the license. Pending any such revocation hearing the Chief of Police or his designee may suspend the license.

Each applicant for a license shall pay a nonrefundable fee of ten dollars (\$10.00), in addition to any fees set

forth in Article 55. The license shall expire as set forth on each license but in no case shall the term of the license exceed one (1) year from the date of its issue. A licensee requesting renewal of a license must provide such information and pay the same nonrefundable fee as is required to obtain an initial license, prior to the expiration of the current license.

SECTION 52.5 SEPARATE LICENSE

In the case of a firm or corporation, each person representing or soliciting or canvassing on behalf of such firm or corporation shall be required to apply for and maintain a separate license.

SECTION 52.6 LICENSE TO BE NONTRANSFERABLE; DISPLAY

The license shall be nontransferable and shall entitle the licensee for the period indicated therein and for the purposes specified therein to solicit or canvass in the Town of Natick, unless otherwise exempted under this Article, provided that the licensee shall have the license in his/her possession at all times while soliciting or canvassing and shall further conspicuously display the license.

SECTION 52.7 POSTED PREMISES.

No person shall engage in soliciting or canvassing upon any premises without a prior invitation from the occupant thereof if there is posted or displayed on such premises by means of a notice prominently displayed upon which is printed the words "No Solicitors" or "No Canvassers" or words of similar import. For the purposes of this section, the premises shall be deemed posted or displayed against soliciting or canvassing if there is exhibited, on or near the main entrance to the premises or on or near the main door to any residence located thereon, a sign at least three (3") inches by four (4") inches in size which bears the above or similar words in letters at least one-third (1/3) inch in length.

SECTION 52.8 PROHIBITED ACTIVITIES.

There shall be no soliciting or canvassing upon the premises, other than upon prior invitation of the occupant of any such premises, prior to 8:30 a.m. or after 8:30 p.m. local time of any day, and it is hereby declared unlawful and shall constitute a nuisance for any person, whether licensed under this Article or not, to go upon any premises and ring the doorbell upon or near any door or create any sound in any other manner calculated to attract attention of the occupant of such residence, for the soliciting or canvassing as herein defined prior to 8:30 a.m. or after 8:30 p.m. of any day or at any time on a national holiday.

No person engaged in soliciting or canvassing shall, at the time of initial contact with a prospective customer or donor, fail to identify himself or herself and the purpose of the soliciting or canvassing.

No person engaged in soliciting or canvassing shall misrepresent the purpose of his or her soliciting or canvassing or use any false, deceptive or misleading representation to induce a sale or contribution, or use any plan, scheme or ruse which misrepresents the true status or mission of the person making the soliciting or canvassing.

No person engaged in making a soliciting or canvassing as defined in Article 52.1 shall violate any of the provisions of Chapter 93A of the Massachusetts General Laws, said chapter being entitled "Regulation of Business Practices for Consumers' Protection," the current provisions of which are hereby adopted and by reference made a part hereof.

SECTION 52.9 CERTAIN REPRESENTATIONS ARE PROHIBITED

No person, firm or organization having received a license to canvass or solicit within the Town of Natick shall use or exploit the fact of the license so as to lead the public to believe that such license in any manner constitutes an endorsement or approval by the Town of Natick or any of its officials.

SECTION 52.10 AUTHORITY OF CHIEF OF POLICE

The Chief of Police or his designee shall have the power and authority to grant, deny, suspend or revoke licenses as provided for and in accordance with the terms of this Article.

SECTION 52.11 APPEAL FOLLOWING ACTION BY CHIEF OF POLICE REGARDING REVOCATION OR DENIAL OF LICENSE

Any person whose license application has been denied or whose license has been revoked shall have the right of appeal to the Natick Board of Selectmen, subject to the same standards for denial or revocation set forth in this Article. Any such appeal must be commenced within fourteen (14) days of the date of the decision by the Chief of Police or his designee.

SECTION 52.12 VIOLATIONS AND PENALTIES

Any person, firm or corporation charged with violating any of the provisions of this Article shall, upon conviction thereof, be liable for a fine not exceeding three hundred dollars (\$300.00) for each violation. Each day on which a violation exists shall constitute a separate violation.

ARTICLE 12: Amend Town By-Laws Article 55: Civil Fingerprinting (Town Administrator)

To see if the Town will vote to amend Article 55 of the Town By-Laws, added by vote of the 2013 Natick Spring Annual Town Meeting under Article 40, as amended by vote of the 2014 Natick Spring Annual Town Meeting under Article 9, as follows:

In Sections 1, 3, and 4, delete the words “this Article 54”, wherever they appear, and insert in their place the words “this Article 55”; and

In Section 2, in the list of occupational activities which follows the first paragraph, in the second item, delete “and”, which appears before “Solicitors”, and insert “and Canvassers” after “Solicitors” so that said second item reads “Hawkers, Peddlers, Solicitors and Canvassers”, and

In Section 6, amend the license fee, or otherwise act thereon.

Finance Committee Recommendation: *By a vote of 12-1-0 on September, 2014, the Finance Committee recommends Favorable Action with regard to the subject of Article 12.*

MOTION (requires majority vote):

Moved by Mr. Evans, seconded by Mr. Everett that the Town vote to amend Article 55 of the Town By-Laws, added by vote of the 2013 Natick Spring Annual Town Meeting under Article 40, as amended by vote of the 2014 Natick Spring Annual Town Meeting under Article 9, as follows:

In Sections 1, 3, and 4, delete the words “this Article 54”, wherever they appear, and insert in their place the words “this Article 55”; and

In Section 2, in the list of occupational activities which follows the first paragraph, in the second item, delete “and”, which appears before “Solicitors”, and insert “and Canvassers” after “Solicitors” so that said second item reads “Hawkers, Peddlers, Solicitors and Canvassers”, and

In Section 6, amend the license fee from \$100.00 to \$50.00.

Chief Hicks spoke to this article. The main motion under Article 12 passed by majority vote.

ARTICLE 21: Rescind Authorized, Unissued Debt (Town Administrator)

To see if the Town will vote to rescind the authorization for unissued debt that has been determined is no longer needed for the completion of various projects; or otherwise act thereon.

Finance Committee Recommendation: *By a vote of 13-0-0 on September 2, 2014, the Finance Committee recommends Favorable Action with regard to the subject of Article 21.*

MOTION (requires majority vote):

Moved by Mr. Evans, seconded by Mr. Everett that the Town vote to rescind authorized unissued debt for a general fund capital project approved under Article 13 – Motion B#9 of the 2013 Spring Annual Town Meeting in the amount of \$142,000 for the purpose of DPW – Recycling Totes.

Mr. Towne spoke to this article. The main motion under Article 21 passed unanimously.

ARTICLE 22: Unpaid Bills (Town Administrator)

To see if the Town will vote to raise and appropriate, or otherwise provide such sums of money as may be required for the payment of unpaid bills of previous years, incurred by the departments, boards and officers of the Town of Natick, or otherwise act thereon.

Finance Committee Recommendation: *By a vote of 10-0-0 on September 30, 2014, the Finance Committee recommends No Action with regard to the subject of Article 22.*

MOTION (requires majority vote):

Moved by Mr. Evans, seconded by Mr. Everett that no action be taken with regard to Article 22.

The motion to take no action under Article 22 passed by majority vote.

Moved by Mr. Sidney, seconded by Ms. Collins that when we adjourn we do so until November 6th. The motion passed unanimously.

ARTICLE 23: Study Committee: Municipal Non Union Personnel Policies, Practices and Procedures (Michael J. Rourke, et al)

To see if the Town will vote to form a “Special Committee” to study and examine the Municipal Non-Union Personnel Policies, Practices and Procedures including the recruitment, selection, evaluation, job descriptions, classification and compensation, among other related aspects of the non union town employees. Said Special Committee to be appointed by the Moderator, to consist of no less than 5 residents of the Town of Natick who are not serving on any other multi- member elected or appointed board in the Town, except Town Meeting member. The Special Committee shall report its findings to the Moderator and Town Meeting at the earliest date possible, or otherwise act thereon.

Finance Committee Recommendation: *The Finance Committee has no recommendation with regard to the subject of Article 23.*

MOTION (requires majority vote):

Moved by Mr. Evans, seconded by Mr. Everett that no action be taken with regard to Article 23. Moved by Mr. Sidney, seconded by Mr. Linehan to indefinitely postpone the subject of Article 23. The motion for indefinite postponement failed. The motion to take no action passed by majority vote.

ARTICLE 24: Fiscal 2015 Omnibus Budget (Town Administrator)

To determine what sum or sums of money the Town will appropriate and raise, or transfer from available funds, for the operation of the government of the Town of Natick, including debt and interest, during Fiscal Year 2015 (July 1, 2014 through June 30, 2015) and to provide for a reserve fund for Fiscal Year 2015, and to see what budgets for Fiscal Year 2015 will be reduced to offset said additional appropriations, or otherwise act thereon.

Finance Committee Recommendation: *By a vote of 12-0-0 on September 30, 2014, the Finance Committee recommends Favorable Action with regard to the subject of Article 24 motion A and by a vote of 12-0-0, the Finance Committee recommends Favorable Action with regard to the subject of Article 24 motion B.*

MOTIONS (requires majority vote):

Motion A moved by Mr. Evans, seconded by Mr. Everett that the town vote to appropriate from free cash the sum of \$663,523, said sum to be distributed as follows:

To supplement the Health and Community Services budget as voted under Article 23 - Motion D of the 2014 Spring Annual Town Meeting by adding \$5,000 to Ordinary Expenses in support of the Citizen Leadership Academy

To supplement the Board of Selectmen budget as voted under Article 23 - Motion E of the 2014 Spring Annual Town Meeting by adding \$20,000 to Administrative Support Services to fund a survey of the Community Senior Center Site

To fund the Snow & Ice Deficit from June 30, 2014 - \$638,523

Ms. White gave a brief overview of the past and current year. She also introduced the new Treasurer/Collector, Mr. Stephen Price.

Ms. McKenzie, moved seconded by Mr. Brown to amend the main motion by decreasing the sum of \$663,523 to \$659,023 and in the first bullet point in the motion to decrease the amount from \$5000 to \$500. The amendment failed.

Mr. Griesmer moved, seconded by Ms. Collins to amend the main motion to appropriate the sum of \$20,000 from Free Cash to be expended under the authority of the Planning Board for professional and technical services for a peer review of the zoning by-law rewrite and to amend the total appropriation from \$663,523 to \$683,523. The amendment passed by majority vote. The amended main motion passed by majority vote.

Motion B moved by Mr. Evans, seconded by Mr. Everett that the town vote to appropriate from the Sassamon Trace Enterprise Fund Retained Earnings the sum of \$21,766, said sum to be distributed as follows:

To supplement the Sassamon Trace Fringe Benefits budget as voted under Article 23 – Motion I1 of the 2014 Spring Annual Town Meeting by adding \$17,783 to the Other Personal Services line item

To supplement the Sassamon Trace Debt Service budget as voted under Article 23 – Motion I1 of the 2014 Spring Annual Town Meeting by adding \$3,983 to the Interest line item

Motion B under Article 24 passed unanimously.

ARTICLE 25: Stabilization Fund (Town Administrator)

To see if the Town will vote to appropriate a sum of money from available funds for the purpose of supplementing the stabilization fund established under Article 22 of the warrant for Annual Town Meeting of 1961, as authorized by Chapter 40, Section 5B of the General Laws, as amended; or otherwise act thereon.

Finance Committee Recommendation:: *By a vote of 11-1-0 on September 30 2014, the Finance Committee recommends Favorable Action with regard to the subject of Article 25.*

MOTION (requires two-thirds vote):

Moved by Mr. Evans seconded by Mr. Everett that the Town vote to appropriate \$150,000 from free cash for the purpose of supplementing the general stabilization fund established by vote of the 1961 Annual Town Meeting under Article 22, as authorized by Chapter 40, Section 5B of the General Laws, as amended. Mr. Towne spoke to this article. The main motion under Article 25 passed by two-thirds vote.

Moved by Mr. Pierce, seconded by Ms. Chinetti to adjourn. The motion to adjourn passed by majority vote. The meeting adjourned at 10:09 until Thursday, November 6th at 7:30 PM.

A record of the Fourth Session of
2014 Fall Annual Town Meeting
October 30, 2014

s/Diane Packer, Town Clerk

**2014 Fall Annual Town Meeting
Fine and Performing Arts Center
Natick High School
November 6, 2014
Fifth Session**

The fifth session of the 2014 Fall Annual Town Meeting was called to order at 7:43 PM by the Town Moderator, Frank W. Foss, who declared a quorum present. The Moderator welcomed residents, taxpayers, town officials, Town Meeting Members and interested parties to the fifth session of 2014 Fall Annual Town Meeting. The Moderator asked that all recently elected or appointed members of Town Meeting stand to take the oath of office. There were none. The meeting stood for the Pledge of Allegiance and a moment of silence in recognition of all the men and women serving on our behalf throughout the world.

The Moderator introduced the officials present on the stage and in the well of the auditorium. The following people were present: Diane Packer, Town Clerk; James Everett, Finance Committee Chair, Bruce Evans, Finance Committee Secretary; Martha White, Town Administrator; John Flynn, Town Counsel; and Joshua Ostroff, Chair of the Board of Selectmen.

The Moderator reviewed the general rules and procedures of Town Meeting that were accepted at the last meeting. The proceedings of Town Meetings shall be governed by ***Town Meeting Time***, the Town of Natick Home Rule Charter, the Natick By-laws and the General Laws of the Commonwealth of Massachusetts (MGL). No person shall speak upon any article more than once when any other person desires to be heard, nor more than twice on the same question without permission of Town Meeting; and no person shall speak more than ten (10) minutes at one time without permission of Town Meeting. Consistent with the Natick By-laws, any person having a monetary or equitable interest in any matter under discussion at a Town Meeting, and any person employed by another having such an interest, shall disclose the fact of his/her interest or employment before speaking thereon.

The motion to waive the reading of the text of all 2014 Fall Annual Town Meeting warrant articles and move to waive reading the text of motions, excluding the amounts to be appropriated and sources of said amounts to be appropriated when motions are provided in the text of Recommendations of the Natick Finance Committee publications remains in effect.

Mr. Ostroff rose to offer a resolution for Major General Greene. Moved by Mr. Ostroff, seconded by Mr. Gath:

WHEREAS Major General Harold J. Greene served our nation with great distinction, and in his command of the Natick Soldier Systems Center strengthened the bonds between the military base and the community; and

WHEREAS as a spirited innovator, Major General Greene has been awarded the Legion of Merit, the Distinguished Service Medal, a Meritorious Service Award and an Army Commendation Medal; and

WHEREAS General Greene gave his life in the defense of our nation on August 5, 2014 at the Marshal Fahim National Defense University in Kabul, Afghanistan, as the highest-ranking wartime casualty in many years; and

WHEREAS the Town of Natick will rename the road to the Soldier Systems Center in honor of General Greene upon its reconstruction in 2015;

NOW THEREFORE Natick Town Meeting joins the friends, family and colleagues of Major General Harold J. Greene in mourning his sacrifice in the service of our country, and expresses its condolences to the men and women of the Natick Soldier Systems Center on the loss of an American hero.

Following the reading of the resolution Brigadier General William Cole from the Natick Soldier Systems Center was recognized, accepted the resolution and thanked the community for the dedication of the road into the Natick Soldier Systems Center in honor Major General Greene. Mr. Sidney moved, seconded by Mr. Jennett to waive the reading of the motion. ***The motion to waive the reading of the motion passed by majority vote. The motion to accept the resolution passed unanimously.***

ARTICLE 26: Operational/Rainy Day Stabilization Fund (Town Administrator)

To see if the Town will vote to appropriate a sum of money from available funds for the purpose of supplementing the Operational Stabilization Fund established by vote of the 2011 Spring Annual Town Meeting under Article 4, as authorized by Chapter 40, Section 5B of the General Laws, as amended; or otherwise act thereon.

Finance Committee Recommendation; *By a vote of 11-0-0 on September 30, 2014, the Finance Committee recommends **Favorable Action** with regard to the subject of Article 26.*

MOTION (requires two-thirds vote):

Moved by Mr. Evans, seconded by Mr. Everett that the Town vote to appropriate \$625,000 from free cash for the purpose of supplementing the operational/rainy day stabilization fund established by the vote of the 2011 Spring Annual Town Meeting under Article 4, as authorized by Chapter 40, Section 5B of the General Laws, as amended.

Mr. Towne spoke to the article. ***The main motion under Article 26 passed by two-thirds vote.***

ARTICLE 27: Capital Stabilization Fund (Town Administrator)

To see if the Town will vote to appropriate a sum of money from available funds for the purpose of supplementing the Capital Stabilization Fund established under Article 2 of the warrant for Fall Annual Town Meeting of 2010, as authorized by Chapter 40, Section 5B of the General Laws, as amended, or otherwise act thereon.

Finance Committee Recommendation; *By a vote of 11-0-0 on September 30, 2014, the Finance Committee recommends **Favorable Action** with regard to the subject of Article 27.*

MOTION (requires two-thirds vote):

Moved by Mr. Evans, seconded by Mr. Everett that the Town vote to appropriate \$2,005,092 from free cash for the purpose of supplementing the Capital Stabilization Fund established by vote of the

2010 Fall Annual Town Meeting under Article 2, as authorized by Chapter 40, Section 5B of the General Laws, as amended.

Mr. Towne spoke to the article. *The main motion under Article 27 passed by two-thirds vote.*

ARTICLE 28: Inflow & Infiltration Stabilization Fund (Town Administrator)

To see if the Town will vote to appropriate a sum of money from available funds for the purpose of supplementing the Inflow & Infiltration Stabilization Fund established under Article 30 of the warrant for the Spring Annual Town Meeting of 2014, as authorized by Chapter 40, Section 5B of the General Laws, as amended, or otherwise act thereon.

Finance Committee Recommendation: *By a vote of 10-0-0 on September 30, 2014, the Finance Committee recommends **Favorable Action** with regard to the subject of Article 28.*

MOTION (requires two-thirds vote):

Moved by Mr. Evans, seconded by Mr. Everett that the Town vote to appropriate \$1,126,405.50 from Water Sewer Enterprise Fund Retained Earnings for the purpose of supplementing the Inflow & Infiltration Stabilization Fund established by the vote of the 2014 Spring Annual Town Meeting under Article 30, as authorized by Chapter 40, Section 5B of the General Laws, as amended.

Mr. Chenard spoke to this article. *The main motion under Article 28 passed unanimously.*

ARTICLE 29: One-to-One Technology Stabilization Fund (Town Administrator)

To see if the Town will vote to appropriate a sum of money from available funds for the purpose of supplementing the One-to-One Technology Stabilization Fund established under Article 31 of the warrant for the Spring Annual Town Meeting of 2014, as authorized by Chapter 40, Section 5B of the General Laws, as amended, or otherwise act thereon.

Finance Committee Recommendation: *By a vote of 11-1-0 on September 30, 2014, the Finance Committee recommends **Favorable Action** with regard to the subject of Article 29.*

MOTION (requires two-thirds vote):

Moved by Mr. Evans, seconded by Mr. Everett that the Town vote to appropriate \$100,000 from free cash for the purpose of funding the One-to-One Technology Stabilization Fund established by the vote of the 2014 Spring Annual Town Meeting under Article 31, as authorized by Chapter 40, Section 5B of the General Laws, as amended.

Dr. Sanchioni spoke to this article. Ms. Foss moved, seconded by Mr. Coffey to refer the article the Town Administrator. *The motion to refer this article failed. The main motion under Article 29 passed by two-thirds vote.*

ARTICLE 30: Other Post-Employment Benefits (OPEB) Fund (Town Administrator)

To see if the Town will vote to appropriate a sum of money from available funds for the purpose of funding the Other Post-Employment Benefits Liability Trust Fund authorized by vote of the 2011 Fall Annual Town Meeting under Article 8 pursuant to the provisions of Chapter 32B, Section 20 of the General Laws, as amended, or otherwise act thereon.

Finance Committee Recommendation: *By a vote of 10-0-0 on September 30, 2014, the Finance Committee recommends **Favorable Action** with regard to the subject of Article 30.*

MOTION (requires majority vote):

Moved by Mr. Evans, seconded by Mr. Everett that the Town vote to appropriate \$250,000 from free cash for the purpose of funding the Other Post-Employment Benefits Liability Trust Fund authorized by vote of the 2011 Fall Annual Town Meeting under Article 8, as authorized by Chapter 32B, Section 20 of the General Laws, as amended; or otherwise act thereon.

Mr. Towne spoke to this article. *The main motion under Article 30 unanimously.*

ARTICLE 31: Personnel Board Classification and Pay Plan (Town Administrator)

To see if the Town, pursuant to the authority contained in Section 108A of Chapter 41 of the General Laws, will vote to amend the by-laws by adding to Article 24, Section 3, a new paragraph deleting certain position titles, adding new position titles and effecting changes in the salary ranges as presently established, or otherwise act thereon.

Finance Committee Recommendation: *By a vote of 11-0-0 on October 22, 2014, the Finance Committee recommends **Favorable Action** with regard to the subject of Article 31.*

MOTION (requires majority vote):

Moved by Mr. Evans, seconded by Mr. Everett that the Town vote to amend the Town of Natick By-Laws by changing in its entirety the Classification and Pay Plan for Full Time Positions that is incorporated by reference into Article 24, Section 3, Paragraph 3.10. The new Classification and Pay Plan for Full Time Positions is as follows:

Town of Natick
Classification and Pay Plan
Fiscal Year 2015
Effective July 1, 2014

Grade	Minimum	Point 1	Point 2	Maximum
6	\$ 100,000.00	\$ 115,000.00	\$ 128,000.00	\$ 145,000.00
5	\$ 85,000.00	\$ 98,333.33	\$ 111,666.67	\$ 125,000.00
4	\$ 70,000.00	\$ 81,666.67	\$ 93,333.33	\$ 105,000.00
3	\$ 55,000.00	\$ 63,333.33	\$ 71,666.67	\$ 80,000.00
2	\$ 47,000.00	\$ 55,000.00	\$ 62,500.00	\$ 70,000.00
1	\$ 32,000.00	\$ 40,500.00	\$ 49,000.00	\$ 57,500.00

GRADE 6

Chief of Police
Deputy Town Administrator/Director Of Finance
Deputy Town Administrator/Operations
Fire Chief

GRADE 5

Comptroller
Deputy Chief of Police
Director of Community Development
Director of Community Services
Director of Facilities Management
Director of Human Resources
Director of Information Technology
Director of Public Works

GRADE 4

Building Commissioner
Director of Assessing
Director of Council on Aging
Director of Public Health
Director of Recreation & Parks
Morse Library Director
Staff Accountant
Treasurer/Collector

GRADE 3

Assistant Assessor (certified)
Assistant Comptroller
Assistant Director Council on Aging
Assistant Director Recreation & Parks
Assistant Library Director, Morse Library
Assistant Treasurer/Collector
Bacon Free Library Director
Benefits Manager
Communications/Information Officer
Director of Recreation Programs/Special Events
Economic Development Planner
Environmental Health Agent
Facility Custodial Manager

GRADE 3 Continued

Facility Maintenance Manager
Farm Director
Golf Course Manager
Housing/General Planner
Information Systems Data Base Administrator
Information Systems Network Administrator
Local Building Inspector (certified)
Planner/Conservation Agent
Procurement Manager
Public Health Nurse
Senior Environmental Health Specialist
Sustainability Coordinator
Veterans Agent

GRADE 2

Assistant Assessor (non-certified)
Assistant Director, Bacon Free Library
Assistant Farm Director
Clinical Social Worker
Data Analyst
Executive Assistant
Golf Course Superintendent
Human Resources Coordinator
Office Administrator, Farm
Payroll Manager
Sanitarian
Senior Executive Assistant
Social Worker
Social Worker Coordinator
Special Assistant to Director of Community Services
Special Assistant to Director of Facilities Management
Special Assistant to Director of Finance
Special Needs Coordinator

GRADE 1

Animal Control Officer
Golf Professional
Outreach Coordinator
Student Officer

Mr. Levinsky, Chair of the Personnel Board spoke to this article. *The main motion under Article 31 passed by majority vote.*

ARTICLE 32: Capital Equipment (Town Administrator)

To see if the Town will vote to appropriate and raise, or otherwise provide, a sum of money as may be required for capital equipment for the various departments of the Town of Natick; to determine whether this appropriation shall be raised by borrowing or otherwise, or otherwise act thereon.

Finance Committee Recommendation: *By a vote of 10-0-0 on October 2, 2014, the Finance Committee recommends **Favorable Action** with regard to the subject of Article 32.*

Mr. Chenard gave an overview of the capital budget as well as requests for this Town Meeting.

Motion A was moved by Mr. Evans and seconded by Mr. Everett:

Article 32 - Capital Equipment - 2014 Fall Annual Town Meeting

MOTION A: (Two-thirds vote required)

Move that the Town vote to appropriate the sum of \$497,100 to be expended under the direction of the Police Department for the purpose of replacing police cruisers, under the direction of the Fire Department for the purpose of replacing Fire Pickup #3, an automated stretcher, emergency training equipment, and crosswalk signals, under the direction of the Public Works Department for the purpose of purchasing furniture and fixtures, dumpsters, and a field utility tractor, under the direction of the Community Services Department for the purpose of purchasing software, and under the direction of the Town Clerk for the purpose of replacing voting booths and the preservation of historical records individually shown as items 1, 3, 4, 5, 6, 7, 9, 10, 11, 13, and 14 in Table A below, and that to meet this appropriation the sum of \$497,100 be raised from the Capital Stabilization Fund.

TABLE A - MOTION A: Article 32 - Capital Equipment - 2014 Fall Annual Town Meeting

Item #	Department	Item	Funding Source	Amount
1	Police Department	Cruiser Replacement	Capital Stab. Fund	\$ 120,000
3	Fire Department	Replace Fire Pickup #3 Plow	Capital Stab. Fund	\$ 75,000
4	Fire Department	Purchase Additional Automated Stretcher	Capital Stab. Fund	\$ 14,000
5	Fire Department	Emergency Training Equipment	Capital Stab. Fund	\$ 10,000
6	Fire Department	Install Crosswalk Systems	Capital Stab. Fund	\$ 30,600
7	Public Works	Furniture and Fixtures	Capital Stab. Fund	\$ 50,000
9	Public Works	Replace Dumpsters	Capital Stab. Fund	\$ 12,500
10	Public Works	Replace Field Utility Tractor	Capital Stab. Fund	\$ 20,000
11	Community Services	Purchase Software - Scheduling	Capital Stab. Fund	\$ 25,000
13	Town Clerk	Preservation of Historical Records	Capital Stab. Fund	\$ 100,000
14	Town Clerk	Voting Booths	Capital Stab. Fund	\$ 40,000

Appropriation under Article 32: MOTION A \$ 497,100

Motion A under Article 32 passed by two-thirds vote.

Motion B was moved by Mr. Evans and seconded by Mr. Everett.

MOTION B: (two-thirds vote required)

Move that the Town vote to appropriate the sum of \$1,020,200 to be expended under the direction of the Police Department for the purpose of purchasing parking meter upgrades, under the direction of the Public Works Department for purpose of replacing Truck M-2, under the direction the Information Technology Department for the purpose of replacing the telephone system, individually shown as items 2, 8, and 12, in Table B below, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow \$1,020,200 under Massachusetts General Laws Chapter 44, Section 7, as amended, or any other enabling authority and to issue bonds or notes of the Town therefore aggregating not more than \$1,020,200 in principal amount and that the Town Administrator with the approval of the Board of Selectmen is authorized to take any action necessary to carry out this program.

TABLE B, MOTION B: Article 32 - Capital Equipment - 2014 Fall Annual Town Meeting

Item #	Department	Item	Funding Source	Amount
2	Police Department	Parking Meter Upgrade	Tax Levy Borrowing \$	170,200
8	Public Works	Replace M-2 Truck	Tax Levy Borrowing \$	100,000
12	Information Tech	Telephone System Upgrade	Tax Levy Borrowing \$	750,000

Appropriation under Article 32: MOTION B **\$ 1,020,200**

Motion B under Article 32 passed by a two-thirds vote.

Motion C was moved by Mr. Evans and seconded by Mr. Everett:

MOTION C: (majority vote required)

Move that the Town vote to appropriate the sum of \$200,500 to be expended under the direction of the Department of Public Works for the purpose of replacing W-16 Backhoe, W-10 Truck, and replacing a message board, individually shown as items 15, 16, and 17 in Table C below, and that to meet this appropriation the sum of \$200,500 be raised from Water & Sewer Retained Earnings.

TABLE C, MOTION C: Article 32 - Capital Equipment - 2014 Fall Annual Town Meeting

Item #	Department	Item	Funding Source	Amount
15	Water & Sewer	Replace W-16 - Backhoe	W/S Retained Earning \$	135,000
16	Water & Sewer	Replace W-10 - 1 Ton Utility Body Truck	W/S Retained Earning \$	50,000
17	Water & Sewer	Message Board	W/S Retained Earning \$	15,500

Appropriation under Article 32: MOTION C **\$ 200,500**

Motion C under Article 32 passed unanimously.

ARTICLE 33: Capital Improvement (Town Administrator)

To see if the Town will vote to appropriate and raise, or otherwise provide, a sum of money to implement a Capital Improvement Program, to protect the physical infrastructure of the Town of Natick; to determine whether this appropriation shall be raised by borrowing or otherwise, or to otherwise act thereon.

Finance Committee Recommendation: By a vote of 10-0-0 on October 2, 2014, the Finance Committee recommends Favorable Action with regard to the subject of Article 33.

Motion A (two-thirds vote)

Motion A was moved by Mr. Evans and seconded by Mr. Everett. Without objection item numbers were corrected to read: 1, 3, 5, 8 and 9 with the existing item descriptions being correct. The numbers were changed without objection.

MOTION A: (Two-thirds vote required)

Move that the Town vote to appropriate the sum of \$153,050 to be expended under the direction of the Fire Department for the purpose of replacing the door security system, of studying Memorial Field Improvements, under the direction of the Department of Public Works for the purpose of replacing guardrails, under the direction of the Community Services Department for the purpose of historical monument restoration, and under the direction of the Facilities Management Department for the energy upgrades and exterior painting at 90 Oak Street, individually shown as items 1, 2, 3, 4, 5, and 9 in the Table A below, and that to meet this appropriation the sum of \$153,050 be raised from the Capital Stabilization Fund.

TABLE A, MOTION A: Article 33 - Capital Improvement - 2014 Fall Annual Town Meeting

Item #	Department	Item	Funding Source	Amount
1	Fire Department	Replace Door Security System	Capital Stab. Fund	\$ 44,250
2	Public Works	Replace Guardrail	Capital Stab. Fund	\$ 10,000
3	Community Services	Historical Monument Restoration	Capital Stab. Fund	\$ 15,000
4	Facilities	Energy Upgrades Morse Inst. & Comm. Sen. Cent.	Capital Stab. Fund	\$ 68,800
9	Facilities	Exterior Painting 90 Oak Street	Capital Stab. Fund	\$ 15,000

Appropriation under Article 33: MOTION A \$ 153,050

Motion A under Article 33 passed by two-thirds vote.

Motion B was moved by Mr. Evans, seconded by Mr. Everett

MOTION B: (Two-thirds vote required)

Move that the Town vote to appropriate the sum of \$850,000 to be expended under the direction of the Department of Public Works for the purpose of road and sidewalk improvements, under direction of the Community Services Department for the replacement of the Dug Pond pier, Community Development Department for the purpose of Main Street Improvements, and under the direction of the Facilities Management Department for the purpose of replacing the air handler unit at the Cole Recreation Center, individually shown as items 2, 4, 6, and 7 in Table B below, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow \$850,000 under Massachusetts General Laws Chapter 44, Section 7, as amended, or any other enabling authority and to issue bonds or notes of the Town therefore aggregating not more than \$850,000 in principal amount and that the Town Administrator with the approval of the Board of Selectmen is authorized to take any action necessary to carry out this program.

TABLE B, MOTION B: Article 33 - Capital Improvement - 2014 Fall Annual Town Meeting

Item #	Department	Item	Funding Source	Amount
2	Public Works	Roads & Sidewalks	Tax Levy Borrowing	\$ 350,000
4	Community Services	Replace Dug Pond Pier	Tax Levy Borrowing	\$ 120,000
6	Community Devel.	Main Street Improvements	Tax Levy Borrowing	\$ 280,000
7	Facilities	Air Handler (Cole Center)	Tax Levy Borrowing	\$ 100,000

Appropriation under Article 33: MOTION B \$ 850,000

Motion B under Article 33 passed by a two-thirds vote.

Motion C was moved by Mr. Evans and seconded by Mr. Everett.

MOTION C: (Two-thirds vote required)

Move that the Town vote to appropriate the sum of \$691,500 to be expended under the direction of the Department of Public Works for the purpose of replacing ground water wells, individually shown as items 13, 14 and 15 in Table C below, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow \$691,500 under Massachusetts General Laws Chapter 44, Section 8, as amended, or any other enabling authority and to issue bonds or notes of the Town therefore aggregating not more than \$691,500 in principal amount and that the Town Administrator with the approval of the Board of Selectmen is authorized to take any action necessary to carry out this program.

TABLE C, MOTION C: Article 33- Capital Improvement - 2014 Fall Annual Town Meeting

10	Water & Sewer	Replace Ground Water Wells	W/S Borrowing	\$	300,000
Appropriation under Article 33: MOTION C					\$ 300,000

There was some discussion as the written numbers and text in the motion don't match the chart. Mr. Connolly moved, seconded by Mr. Linehan to postpone consideration of Motion C until the end of the warrant. *The motion to postpone passed by majority vote.*

Motion D was moved by Mr. Evans, seconded by Mr. Everett.

MOTION D: (two-thirds vote required)

Move that the Town vote to appropriate the sum of \$969,000 to be expended under the direction of the Department of Public Works for the purpose of completing sewer system rehabilitation, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow \$969,000 under Massachusetts General Laws Chapter 44, Section 8, as amended, or any other enabling authority and to issue bonds or notes therefore aggregating not more than \$969,000 in principal amount, and that the Board of Selectmen is authorized to accept one or more grants or gifts from the Massachusetts Water Resources Authority or any other public or private funding source for the purposes of this article.

TABLE D, MOTION D: Article 33- Capital Improvement - 2014 Fall Annual Town Meeting

12	Water & Sewer	Sewer Main Relining(MWRA I&I Removal Grant)	W/S Borrowing	\$	969,000
Appropriation under Article 33: MOTION D					\$ 969,000

Motion D under Article 33 passed unanimously.

Motion E was moved by Mr. Evans, seconded by Mr. Everett.

MOTION E: (majority vote required)

Move that the Town vote to appropriate the sum of \$150,000 to be expended under the direction of the Public Works Department for the purpose of sewer main relining, individually shown as item 11 in the Table E below, and that to meet this appropriation the sum of \$150,000 be raised from Water/Sewer Retained Earnings.

Article 33, Motion E, Table E - Capital Improvement - 2014 Fall Annual Town Meeting

11	Water & Sewer	Sewer Main Relining	W/S Retained Earnings	\$	150,000
Appropriation under Article 33: MOTION E					\$ 150,000

Motion E under Article 33 passed unanimously.

ARTICLE 34: Amend Zoning By-Laws: Accessory Retail and/or Restaurants (Economic Development Committee)

To see if the Town will vote to amend the Zoning Bylaws to add a new use of "Accessory Use

Retail and/or Restaurant”, or otherwise act thereon.

Finance Committee Recommendation: *By a vote of 9-2-0 on September 23, 2014, the Finance Committee recommended Referral to the Sponsor with regard to the subject of Article 34. They voted to reconsider this article and by a vote of 9-2-0 on October 22, 2014, the Finance Committee recommended Favorable Action with regard to the subject of Article 34.*

Mr. Griesmer raised the following point of order: This article is not properly before Town Meeting because the Planning Board did not hold a properly advertised public hearing on Article 34, specifically MGL (Massachusetts General Laws) 40A Section 5 which requires that the advertisement of the Planning Board public hearing indicate where texts and maps of the proposed zoning change can be inspected. The advertisement for Article 34 did not indicate where either texts or maps thereof could be inspected. In addition, the text of the motion was not available until after 5:00 P.M. on the very same night as the Planning Board public hearing on Article 34 despite previous requests to see the text. Therefore it was not possible to determine which areas of town are affected by this article.

The Moderator said that he is not able to rule on the point of order at this time. He requested a motion to postpone this article until November 13th. Moved by Mr. Linehan, seconded by Ms. Foss, to postpone consideration of Article 34 until the first order of business on November 13th.
The motion to postpone consideration of this article until November 13th passed by majority vote.

ARTICLE 35: Housing Overlay Option Plan (HOOP-II) District for Area in West Natick Along West Natick Commuter Rail (Map 39, Lots 27,28,29) (Richard A. Glaser, et al)
To see if the Town will vote to amend the Zoning By-Laws to add certain lots along the West Natick Train Station on West Central Street to the Housing Overlay Option Plan (HOOP-II) and further define the applicant’s obligations as to administration, all as set forth below:

Add a new paragraph Area e): to Section II-B LOCATION OF DISTRICTS (Zones), Section 8.b., (below Area d)., the following:

Area e):
As shown on the Town of Natick 2013 Assessor’s Map 39 Lots 27, 28 and 29.
Add a new paragraph c) to Section III-A.6 AFFORDABLE HOUSING, B-HOUSING OVERLAY OPTION PLAN – (HOOP), Section 8. AFFORDABILITY, the following:
c) The Applicant, upon approval and issuance of a Decision by the Special Permit Granting Authority (SPGA), shall be responsible for administration of affordable units as determined by the SPGA.
or otherwise act thereon.

Finance Committee Recommendation: *By a vote of 11-0-1 on September 18, 2014, the Finance Committee recommends Referral to the Sponsor and the Planning Board with regard to the subject of Article 35.*

MOTION (requires majority vote):
Moved by Mr. Evans, seconded by Mr. Sidney that the subject matter of Article 35 be referred to the Sponsor and the Planning Board.

Mr. Glaser gave a presentation on this article. Prior to his presentation, Mr. Glaser told Town Meeting that he owns this property. Moved by Mr. Levinsky, seconded by Mr. Jennett to move the question closing debate on this motion. ***The motion to close debate passed by a two-thirds vote. The referral motion on the subject matter of Article 35 passed by majority vote.***

ARTICLE 36: Housing Overlay Option Plan (HOOP-II) District for Area in West Natick Near West Natick Commuter Rail (Map 40 Lot 87) (George Richards, et al)

To see if the Town will vote to amend the Zoning By-Laws by including a certain lot near the West Natick Train Station on West Central Street into the Housing Overlay Option Plan (HOOP- II) district and further define the applicant's obligations as to administration, of the sale or rental of affordable units, all as set forth below:

Add a new paragraph Area f): to Section II-B LOCATION OF DISTRICTS (Zones), Section 8.b., (below Area e);, the following:
Area f):

As shown on the Town of Natick 2013 Assessor's Map 40 Lot 87

Add a new paragraph c) to Section III-A.6 AFFORDABLE HOUSING, B-HOUSING OVERLAY OPTION PLAN – (HOOP), at the end of Section 8. AFFORDABILITY, the following:

- c) The Applicant, upon approval and issuance of a Decision by the Special Permit Granting Authority (SPGA), shall be responsible for administration of affordable units as determined by the SPGA.
or otherwise act thereon.

Finance Committee Recommendation: *By a vote of 13-0-0 on September 18, 2014, the Finance Committee recommends Referral Sponsor and the Planning Board with regard to the subject of Article 36.*

MOTION (requires majority vote):

Moved by Mr. Evans, seconded by Mr. Everett that the subject matter of Article 36 be referred to the Sponsor and the Planning Board.

Mr. Richards spoke to this article. He told the meeting that he represents the owners of this property. Moved by Ms. Ball, seconded by Ms. Foss to move the question closing debate on the motion. ***The motion to close debate passed by a two-thirds vote. The referral motion on the subject matter of Article 36 passed by majority vote.***

Mr. Sidney moved, seconded by Ms. Merkowitz to adjourn. ***The motion to adjourn passed by a majority vote. The meeting adjourned at 10:05 PM until Thursday, November 13th at 7:30 PM.***

A record of the Fifth Session of
2014 Fall Annual Town Meeting
November 6, 2014

s/Diane Packer, Town Clerk

**2014 Fall Annual Town Meeting
Fine and Performing Arts Center
Natick High School
November 13, 2014
Sixth Session**

The sixth session of the 2014 Fall Annual Town Meeting was called to order at 7:35 PM by the Town Moderator, Frank W. Foss, who declared a quorum present. The Moderator welcomed residents, taxpayers, town officials, Town Meeting Members and interested parties to the sixth session of 2014 Fall Annual Town Meeting. The Moderator asked that all recently elected or appointed members of Town Meeting stand to take the oath of office. There were none. The meeting stood for the Pledge of Allegiance and a moment of silence in recognition of all the men and women serving on our behalf throughout the world.

The Moderator introduced the officials present on the stage and in the well of the auditorium. The following people were present: Diane Packer, Town Clerk; James Everett, Finance Committee Chair, Bruce Evans, Finance Committee Secretary; Martha White, Town Administrator; John Flynn, Town Counsel; and Charles Hughes, Vice Chair of the Board of Selectmen.

The Moderator reviewed the general rules and procedures of Town Meeting that were accepted at the last meeting. The proceedings of Town Meetings shall be governed by ***Town Meeting Time***, the Town of Natick Home Rule Charter, the Natick By-laws and the General Laws of the Commonwealth of Massachusetts (MGL). No person shall speak upon any article more than once when any other person desires to be heard, nor more than twice on the same question without permission of Town Meeting; and no person shall speak more than ten (10) minutes at one time without permission of Town Meeting. Consistent with the Natick By-laws, any person having a monetary or equitable interest in any matter under discussion at a Town Meeting, and any person employed by another having such an interest, shall disclose the fact of his/her interest or employment before speaking thereon.

The motion to waive the reading of the text of all 2014 Fall Annual Town Meeting warrant articles and move to waive reading the text of motions, excluding the amounts to be appropriated and sources of said amounts to be appropriated when motions are provided in the text of Recommendations of the Natick Finance Committee publications remains in effect.

Mr. Foss asked that all members to make sure that they picked up the handout from the Finance Committee regarding Special Town Meeting #1. The Finance Committee, at the request of the Sponsor, is recommending no action on these articles. Special Town Meeting must convene however, if a quorum is not reached and the Moderator does not believe that a quorum will be on any subsequent evening, he may dissolve the meeting.

Ms. White requested a minute to introduce Meena Jain, the new director of the Bacon Free Library.

The Moderator overruled the point of order which was raised by Mr. Griesmer at the previous meeting regarding the subject matter of Article 34. The first order of business will be Article 34. Moved by Mr. Everett, seconded by Mr. Evans to take Article 33, Motion C out of order and take it

as the first order of business. *The motion to take Article 33, Motion C out of order passed by two-thirds vote.* The positive main motion remained on the floor from the previous session.

Article 33 - Capital Improvement - 2014 Fall Annual Town Meeting

MOTION C: (Two-thirds vote required)

Move that the Town vote to appropriate the sum of \$300,000 to be expended under the direction of the Department of Public Works for the purpose of replacing ground water wells, individually shown as item 10 in Table C below, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow \$300,000 under Massachusetts General Laws Chapter 44, Section 8, as amended, or any other enabling authority and to issue bonds or notes of the Town therefore aggregating not more than \$300,000 in principal amount and that the Town Administrator with the approval of the Board of Selectmen is authorized to take any action necessary to carry out this program.

TABLE C, MOTION C: Article 33- Capital Improvement - 2014 Fall Annual Town Meeting

10	Water & Sewer	Replace Ground Water Wells	W/S Borrowing	\$	300,000
Appropriation under Article 33: MOTION C					\$ 300,000

Moved by Mr. Linehan, seconded by Ms. Gloff to amend the main motion and insert in its place the motion detailed above. Moved by Mr. Sidney, seconded by Mr. Gath to waive the reading of the motion. *The motion to waive the reading of the motion passed unanimously. The amendment to the main motion passed by majority vote. The amended main motion passed by two-thirds vote.*

ARTICLE 34: Amend Zoning By-Laws: Accessory Retail and/or Restaurants (Economic Development Committee)

To see if the Town will vote to amend the Zoning Bylaws to add a new use of “Accessory Use Retail and/or Restaurant”, or otherwise act thereon.

Finance Committee Recommendation: *By a vote of 9-2-0 on October 22, 2014, the Finance Committee recommends **Favorable Action** with regard to the subject of Article 34.*

MOTION (requires two-thirds vote):

Moved by Mr. Joseph, seconded by Mr. Gath that the Town vote to amend the Town of Natick Zoning Bylaws by adding a new use “37A. Accessory Use Retail / Restaurant” as follows:

In Section III-A.2 Use Regulations Schedule insert:

“Accessory Use Retail / Restaurant”: A retail and/or restaurant accessory use is allowed provided that: it is no larger than either 10% of the area of the total building in which it is contained or 1,000 sq. ft. - whichever is less; the principal purpose of the retail and/or restaurant accessory use is to sell and/or to serve the goods, services and/or food which is prepared in the balance of the building; and, the activity in the balance of the building be an allowed principal use under the zoning bylaw. The accessory use shall be conducted in such a manner that noise, smoke, dust, odor, vibration or similar objectionable features are confined to the premises.

	BUSINESS USES	RG	RM	RS	PC D	SH	AP	DM	CII	INI	INII	H
37A.	Accessory Use Retail / Restaurant	O	O	O	O	O	O	(*)	O	A	A	O

Mr. Joseph gave a presentation on this article. Discussion on the article ensued. Moved by Mr. Connolly, seconded by Ms. Brown to refer the subject matter of Article 34 to the Planning Board. Moved by Ms. Coughlin, seconded by Ms. Foss to amend the referral motion to add the Sponsor. **The amendment to the referral motion passed by majority vote.** Two motions remain on the floor; a positive main motion and the amended referral motion which will be discussed concurrently.

Moved by Mr. Griesmer, seconded by Mr. Sidney to amend the main motion to add after the word “premises” the words “(See Note 3)” and add the following note at the bottom of the page in the Use Regulation Schedule. “Note 3: Accessory Use Retail / Restaurant shall be allowed only on land in the Industrial 1 and Industrial 2 zones where such Industrial I and Industrial II land does not underlie an overlay zone.” **The amendment failed.** Moved by Mr. Hughes, seconded by Mr. Sidney to move the question closing debate on the motions. **The motion to close debate on the question passed by two-thirds vote. The motion for referral failed.** The vote on the main motion was taken and the Moderator announced that the vote would be counted. **The counted vote announced by the Moderator as 60 affirmative to 44 negative. Such did not tally to the necessary two-thirds vote under Article 34.**

ARTICLE 37: Amend Zoning By-Laws: Facilitate Historic Building Preservation in Natick (Randy Johnson, et al)

To see if the Town will vote to amend the Zoning By-Laws to encourage the adaptive re-use of historic sites, structures and buildings by broadening and modifying use and dimensional regulations that may otherwise impede historic or architectural preservation efforts.

Finance Committee Recommendation: By a vote of 10-1-1 on September 30, 2014, the Finance Committee recommends **Referral to the Sponsor** with regard to the subject of Article 37. The Finance Committee reconsidered this article and by a vote of 10-1-0 on October 22, 2014, recommended **Favorable Action** with regard to the subject of Article 37.

MOTION (requires two-thirds vote):

Moved by Mr. Evans, seconded by Mr. Everett to amend the Town of Natick Zoning By Laws by adding a new section “III-J: Historic Preservation”, and a new Designation to section VI-DD 2. a).

“Section III-J: Historic Preservation

1. **Purpose.** The purpose of this Section III-J is:
 1. To encourage the preservation and continued use of buildings of historic or architectural significance.
 2. To protect the existing character of neighborhoods by the adaptive re-use of such buildings or structures.
2. **Applicability.** The Special Permit Granting Authority (“SPGA”) may grant a special permit for re-use, construction, and occupancy of buildings, and structures relating to qualifying buildings, if either of the following criteria are met:

1. Determination by the State Historical Commission that the building or structure is eligible for nomination on the National Register of Historic Places, or is already included in such.
 2. Unanimous vote of the Natick Historical Commission, subsequent to a public hearing, that the building or structure is of historic, architectural or cultural significance.
3. **Permitted Uses.** Any use permitted as a matter of right or under a special permit in the District as set forth in the Table of Use Regulations may be undertaken on a parcel to which this Section III-J is to be applied; however, the SPGA may grant a special permit to allow the following additional uses:
1. Town Houses;
 2. Apartment House;
 3. Home Occupation/Customary Home Occupation
4. **Jurisdiction.** Where the proposed uses of a parcel in any district under this Section would require obtaining a special permit, the Planning Board shall act as the SPGA.
5. **Pre-Application Review.** To promote better communication and to avoid misunderstanding, the applicant is encouraged, prior to preparation of a formal application, to meet with the SPGA and Community Development Director for general discussion, using the aquifer protection, soil survey, drainage, topographic and other data available from the Town.
6. **Application.**
1. The applicant for a Historic Preservation development project shall submit to the SPGA a formal application for a special permit and site plan review, which includes an Overall Development Plan, and is otherwise in compliance with Rules and Regulations especially established by the SPGA relative special permits and site plan review. The application shall be filed in the name of the record owner of the parcel to be developed. Date of application shall be the date when filing is made with the SPGA.
 2. Special Permit; Procedures. In addition to the requirements of the Rules and Regulations of the SPGA, the following additional requirements shall apply:
 - a. A fire prevention and fire suppression plan.
 - b. Hazardous materials assessment, removal or remediation plan.
 - c. Itemization of historic features and materials for preservation.
 3. The applicant may request in writing a waiver of any of the foregoing requirements in paragraph 2, above, which request shall be communicated by the SPGA within three (3) business days of its receipt to the Board of Health, the Historical Commission and the Design Review Board (hereinafter, the "Advisory Bodies"). Unless one of the Advisory Bodies communicates its decision to require the materials sought to be waived, within twenty two (22) days of the making of such request, the waiver may be granted by the SPGA.
 4. The SPGA shall provide copies of the application and all other submittals of the applicant within three business days of filing to the Advisory Bodies for their

recommendations. A public hearing on the application for a special permit may not be held prior to twenty two (22) days following the filing of the application.

5. All reports of any of the Advisory Bodies, whether favorable or unfavorable, shall be retained in the official files of the SPGA regarding the related application for a special permit and shall be made available to the public.

7. Requirements. A Historic Preservation development project must conform to the following:

1. **Number of Dwelling Units.** The maximum number of dwelling units allowed shall equal the net useable land area of the parcel divided by 3,500 square feet, rounded to the nearest whole number. Net Useable Land Area as used herein shall mean the area remaining after subtracting the areas of any bodies of water, wetland, or land lying within the 100 year flood elevation from the gross area of the parcel.
2. **Notwithstanding 7.1** the number of dwelling units allowed shall be limited by the ability to provide adequate off-street parking, in accordance with the requirements of Section V-D of these By-Laws.
3. **New construction** shall be limited to 10 percent of the interior habitable floor area or above grade gross volume of the historic building. This shall exclude aspects of construction that pertain to components required for code compliance for access and egress, such as stairs and elevators.
4. **Intensity Regulations:** The SPGA may, for new construction, modify the dimensional requirements for the district by up to 10 percent.
5. **Flood Zones.** No construction shall take place within the 100 year flood elevation except in conformity with the requirements and procedures established by the Town for such areas pursuant to the National Flood Insurance Program (42 USC 4001-4128) and the regulations of the Secretary of Housing and Urban Development issued thereunder.

8. Modification and Waivers. Except as specifically stated in this Section III-J, the SPGA may modify and/or waive strict compliance with one or more of the regulations of the Districts in which a Historic Preservation project is located provided that it makes a specific finding, in writing, that such waiver and/or modification will not create conditions which are substantially more detrimental to the existing site and the neighborhood in which the site is located, than if the waiver and/or modification were not granted, and further that such waiver and/or modification is necessary in order to encourage the preservation of the historic building.

9. Special Permit Criteria. Approval of the application for a special permit to allow for a Historic Preservation project shall be granted only upon SPGA determination that the Plan is superior to a conventional site development. The following criteria shall be used to make the determination as to whether or not the plan is superior:

1. The proposed project substantially preserves the building or structure.
2. Determination that the development is not substantially more detrimental to abutting properties and neighborhood.
3. Appropriate use of materials and manner of construction.
4. Preservation of landscape features and scenic views."

Mr. Johnson spoke to this article. Mr. Connolly moved, seconded by Mr. Hughes to refer the subject matter of Article 37 to the Planning Board and the Sponsor. Moved by Mr. Hughes, seconded by Mr. Awkward to move the question closing debate. *The motion to close debate passed by a two-thirds vote. The referral motion failed. The main motion passed by a two-thirds vote.*

Moved by Mr. Joseph, seconded by Ms. Coughlin to take Articles 39 and 40 out of order. *The motion passed by two-thirds vote.*

ARTICLE 39: Authorization for Selectmen to Establish a Tax Increment Financing Plan Standard for Designated Retail, Restaurant, and/or Manufacturing Uses within Natick Downtown Mixed Use Zone (Paul Joseph, et al)

To see if the Town will vote to authorize the Board of Selectmen to adopt a Tax Increment Financing Plan Standard (“Standard”) to provide guidelines for entering into a Tax Increment Financing Plan (“Plan”) for property within the Natick Downtown Mixed Use Zone.

Finance Committee Recommendation: *The Finance Committee has no recommendation with regard to the subject of Article 39.*

MOTION (requires majority vote):

Moved by Mr. Joseph, seconded by Mr. Gath to endorse a Tax Increment Financing (TIF) Standard for businesses located within the Downtown Mixed Use zone and whose primary industry classification(s) is (are) included in the following TIF Standard Table. The terms of the TIF agreement(s) shall not exceed the “Maximum Allowable TIF” amount(s) and/or term(s) outlined in the “TIF Standard Table” below. The Board of Selectmen shall collaborate with relevant departments, boards, committees and/or organizations prior to defining specific TIF terms (examples include, but are not limited to: Community Development Department, Economic Development Committee, Planning Board, and Natick Center Associates).

TIF Standard Table

Business Type	SIC	2012 NAICS	Maximum Allowable TIF
Grocery/Food Store (>=10,000 s.f.)	54	445110, 445299	100% of incremental tax, term of 20 years
Grocery/Food Store (less than 10,000 s.f.)	54	445110, 445299	100% of incremental tax, term of 20 years
Restaurants	5812	72251	100% of incremental tax, term of 20 years

Mr. Joseph made a presentation on this article and discussion ensued. Moved by Mr. Hughes, seconded by Mr. Jennett to move the question closing debate. *The motion to close debate passed by a two-thirds vote. The main motion under Article 39 passed by majority vote.*

ARTICLE 40: Authorization for Selectmen to Establish a Tax Increment Financing Plan Standard for Designated Retail, Restaurant, and/or Manufacturing Uses within Industrial Zone I located within ½ mile radius of Natick Center (Intersection of Rte 27 and Rte 135) (Paul Joseph, et al)

To see if the Town will vote to authorize the Board of Selectmen to adopt a Tax Increment Financing Plan Standard (“Standard”) to provide guidelines for entering into a Tax Increment Financing Plan (“Plan”) for property within Industrial Zone I located within ½ mile radius of Natick Center (Intersection of Rte 27 and Rte 135).

Finance Committee Recommendation: *The Finance Committee has no recommendation with regard to the subject of Article 40.*

MOTION (requires majority vote):

Moved by Mr. Joseph, seconded by Mr. Jennett to endorse a Tax Increment Financing (TIF) Standard for businesses located within Industrial Zone I located within ½ mile radius of Natick Center (Intersection of Rte 27 and Rte 135) and whose primary industry classification(s) is (are) included in the following TIF Standard Table.

The terms of the TIF agreement(s) shall not exceed the “Maximum Allowable TIF” amount(s) and/or term(s) outlined in the “TIF Standard Table” below.
The Board of Selectmen shall collaborate with relevant departments, boards, committees and/or organizations prior to defining specific TIF terms (examples include, but are not limited to: Community Development Department, Economic Development Committee, Planning Board, and Natick Center Associates).

TIF Standard Table

Business Type	SIC	2012 NAICS	Maximum Allowable TIF
Grocery/Food Store (>= 10,000 s.f.)	54	445110, 445299	100% of incremental tax, term of 20 years
Grocery/Food Store (less than 10,000 s.f.)	54	445110, 445299	100% of incremental tax, term of 20 years
Restaurants	5812	72251	100% of incremental tax, term of 20 years

Mr. Joseph spoke to the article. Moved by Mr. Sidney, seconded by Mr. Gath to waive the reading of the motion. ***The motion to waive the reading of the motion passed by majority vote.***

Moved by Mr. Griesmer, seconded by Ms. Collins to refer the article to the Board of Selectmen and the Sponsor. ***The referral motion under Article 40 passed by majority vote.***

At this time the Moderator thanked all the pages, the custodial staff at the High School, Pegasus the Town Clerk’s staff and all the other people who help to make sure that Town Meeting proceeds on schedule and smoothly.

ARTICLE 38: Authorization for Selectmen to Enter into Tax Increment Financing Plan for Infinium, Inc. Expansion in Natick (Paul Joseph, et al)

To see if the Town will vote to authorize the Board of Selectmen to enter into a Tax Increment Financing Plan, which Plan shall include, without limitation, an agreement between the Town and Infinium, Inc. pursuant to Chapter 40, Section 59 of the Massachusetts General Laws, in connection with Infinium Inc.’s expansion within (a) property located within the boundaries of Natick’s two designated Economic Opportunity Areas (EOAs) – East Natick Industrial Park and Natick Business

Park or (b) an otherwise suitably-zoned industrial structure in excess of 10,000 square feet, and which is the subject matter of a Certified Project Application prepared by Infinium, Inc., and to authorize the Board of Selectmen to execute such documents and to take such action as is necessary to obtain approval of the Certified Project Application and to implement said Tax Increment Financing Plan, a copy of which is on file in the office of the Natick Town Clerk, or to otherwise act thereon.

Finance Committee Recommendation: *By a vote of 11-0-0 on October 22, 2014, the Finance Committee recommends **No Action** with regard to the subject of Article 38.*

MOTION (majority vote):

Moved by Mr. Evans, seconded by Mr. Everett that no action be taken on the subject of Article 38.

The motion to take no action passed by majority vote.

Mr. Hughes moved, seconded by Mr. Sidney to dissolve 2014 Fall Annual Town Meeting. ***The motion to dissolve passed by a majority vote. The 2014 Fall Annual Town Meeting dissolved at 10:25 PM.***

A record of the Sixth Session of
2014 Fall Annual Town Meeting
November 13, 2014

s/Diane Packer, Town Clerk

**WARRANT
TOWN OF NATICK
SPECIAL TOWN MEETING NO. 1
NOVEMBER 18, 2014**

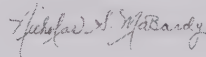
THE COMMONWEALTH OF MASSACHUSETTS

The following articles are to be acted upon and determined exclusively by Town Meeting Members in accordance with Chapter 2 of the Acts of 1938 and Amendments thereto and the Town Charter. Town Meeting will meet in the Natick High School Auditorium, Natick on **Tuesday Evening November 18, 2014 at 7:30 PM**, then and there to act on the articles listed below:

- | | |
|-----------|---|
| Article 1 | To Hear a Report from the Parking Advisory Committee |
| Article 2 | Home Rule Petition – Authorize Long-Term Lease of Middlesex Avenue Parking Garage |
| Article 3 | Home Rule Petition – Authorize Long-Term Lease of South Avenue Parking Lot |

An attested copy may be viewed at the following locations: Precinct 1: Reliable Cleaners, 214 West Central Street; Precinct 2: Cole Center, Boden Lane; Precinct 3: Kennedy Middle School, 1 Philip J. Lucier Drive ; Precinct 4: TCAN, 14 Summer Street; Precinct 5: Wilson Middle School, 24 Rutledge Road; Precinct 6: East Natick Fire Station, 2 Rhode Island Avenue; Precinct 7: Lilja Elementary School, 41 Bacon Street; Precinct 8: Natick Senior High School, 15 West Street; Precinct 9: Community Senior Center, 117 East Central Street and Precinct 10: Memorial School, 107 Eliot Street; Natick Town Hall, 13 East Central Street, and the Natick U.S. Post Office, Bacon Free Library and Morse Institute Library.

Certified copies of the Warrant are available at the Office of the Town Clerk, Natick Town Hall, 13 East Central St., Natick, MA between the hours of 8:00 AM – 5:00 PM, Monday through Wednesday; 8:00 AM-8:00 PM on Thursday, and 8:00 AM-12:30 PM Friday and at the Town website www.natickma.gov.



Nicholas S. Mabardy, Clerk

**2014 Special Town Meeting #1
Fine and Performing Arts Center
Natick High School
Tuesday, November 18, 2014
First Session**

At 7:45 PM Moderator Frank W. Foss called the First Session of Special Town Meeting #1 to order. At that time the Moderator announced that there was no quorum present, as only seventeen members had checked in. He stated that he did not believe that a quorum would be reached at any subsequent meetings. Mr. Hughes moved, seconded by Mr. Griesmer to dissolve the 2014 Special Town Meeting #1. The vote was unanimous and the 2014 Special Town Meeting #1 was dissolved. No action was taken on any articles.

A record of the 2014 Special
Town Meeting #1
November 18, 2014

s/Diane Packer, Town Clerk

Section IV

Financial Reports

THE COMMONWEALTH OF MASSACHUSETTS
DEPARTMENT OF REVENUE
TAX RATE RECAPITULATION

FISCAL 2015

OF
NATICK
City / Town / District

I. TAX RATE SUMMARY

la. Total amount to be raised (from lle)	\$	147,026,412.80
lb. Total estimated receipts and other revenue sources (from lle)		50,495,801.00
lc. Tax levy (la minus lb)	\$	96,530,611.80
ld. Distribution of Tax Rates and levies		

CLASS	(b) Levy percentage (from LA - 5)	(c) IC above times each percent in col (b)	(d) Valuation by class (from LA - 5)	(e) Tax Rates (c) / (d) x 1000	(f) Levy by class (d) x (e) / 1000
Residential	77.3858%	74,700,986.19	5,405,281,800	13.82	74,700,994.48
Net of Exempt					0.00
Open Space	0.0000%	0.00	0		0.00
Commercial	20.3123%	19,607,587.46	1,418,781,400	13.82	19,607,558.95
Net of Exempt					0.00
Industrial	0.5484%	529,373.88	38,307,700	13.82	529,412.41
SUBTOTAL	98.2465%		6,862,370,900		94,837,965.84
Personal	1.7535%	1,692,664.28	122,478,000	13.82	1,692,645.96
TOTAL	100.0000%		6,984,848,900		96,530,611.80

Board of Assessors of **NATICK**
City / Town / District

MUST EQUAL IC

NOTE : The information has not been Approved and is subject to change.

Janice Dangelo, Dir. of Assessing, Natick, 508-647-6420

11/18/2014 2:14 PM

Signing for the BOA, signatures on file.

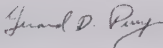
Assessor

Date

(Comments)

Do Not Write Below This Line --- For Department of Revenue Use Only

Reviewed By Andrew Nelson
Date : 20-NOV-14
Approved : Dennis Mountain
Director of Accounts


(Gerard D. Perry)

TAX RATE RECAPITULATION

FISCAL 201:

NATICK

City / Town / District

II. Amounts to be raised

Ila. Appropriations (col.(b) through col.(e) from page 4)

\$ 143,722,791.00

IIb. Other amounts to be raised

1. Amounts certified for tax title purposes
2. Debt and interest charges not included on page 4
3. Final court judgements
4. Total overlay deficits of prior years
5. Total cherry sheet offsets (see cherry sheet 1-ER)
6. Revenue deficits
7. Offset receipts deficits Ch. 44, Sec. 53E
8. Authorized Deferral of Teachers' Pay
9. Snow and ice deficit Ch. 44, Sec. 31D
10. Other (specify on separate letter)

50,000.00
0.00
0.00
0.00
300,641.00
0.00
0.00
0.00
253,499.00
0.00

TOTAL IIb (Total lines 1 through 10)

604,140.00

Ilc. State and county cherry sheet charges (C.S. 1-EC)

1,539,095.00

Ild. Allowance for abatements and exemptions (overlay)

1,160,386.80

Ile. Total amount to be raised (Total Ila through Ild)

\$ 147,026,412.80

III. Estimated receipts and other revenue sources

IIIa. Estimated receipts - State

1. Cherry sheet estimated receipts (C.S. 1-ER Total)

\$ 12,852,023.00

2. Massachusetts school building authority payments

0.00

TOTAL IIIa

12,852,023.00

IIIb. Estimated receipts - Local

1. Local receipts not allocated (page 3, col(b), Line 24)
2. Offset Receipts (Schedule A-1)
3. Enterprise Funds (Schedule A-2)
4. Community Preservation Funds (See Schedule A-4)

11,120,563.00
0.00
16,439,733.00
0.00

TOTAL IIIb

27,560,296.00

IIIc. Revenue sources appropriated for particular purposes

1. Free cash (page 4, col.(c))

5,668,115.00

2. Other available funds (page 4, col.(d))

4,415,367.00

TOTAL IIIc

10,083,482.00

IIId. Other revenue sources appropriated specifically to reduce the tax rate

- 1a. Free cash..appropriated on or before June 30, 2014

0.00

- b. Free cash..appropriated on or after July 1, 2014

0.00

2. Municipal light source

0.00

3. Teachers' pay deferral

0.00

4. Other source :

0.00

TOTAL IIId

0.00

IIIe. Total estimated receipts and other revenue sources

\$ 50,495,801.00

(Total IIIa through IIId)

IV. Summary of total amount to be raised and total receipts from all sources

- a. Total amount to be raised (from Ile)

\$ 147,026,412.80

- b. Total estimated receipts and other revenue sources (from IIIe)

\$ 50,495,801.00

- c. Total real and personal property tax levy (from Ic)

\$ 96,530,611.80

- d. Total receipts from all sources (total IVb plus IVc)

\$ 147,026,412.80

LOCAL RECEIPTS NOT ALLOCATED *
TAX RATE RECAPITULATION

NATICK

City/Town/District

	(a) Actual Receipts Fiscal 2014	(b) Estimated Receipts Fiscal 2015
==> 1 MOTOR VEHICLE EXCISE	4,935,216.00	4,458,000.00
2 OTHER EXCISE		
==> a.Meals	852,879.00	700,000.00
==> b.Room	1,355,092.00	0.00
==> c.Other	3,282.00	0.00
==> 3 PENALTIES AND INTEREST ON TAXES AND EXCISES	495,594.00	508,000.00
==> 4 PAYMENTS IN LIEU OF TAXES	35,150.00	37,000.00
5 CHARGES FOR SERVICES - WATER	0.00	0.00
6 CHARGES FOR SERVICES - SEWER	0.00	0.00
7 CHARGES FOR SERVICES - HOSPITAL	0.00	0.00
8 CHARGES FOR SERVICES - SOLID WASTE FEES	987,795.00	950,000.00
9 OTHER CHARGES FOR SERVICES	1,551,134.00	1,500,000.00
10 FEES	0.00	0.00
11 RENTALS	43,616.00	50,000.00
12 DEPARTMENTAL REVENUE - SCHOOLS	0.00	0.00
13 DEPARTMENTAL REVENUE - LIBRARIES	0.00	0.00
14 DEPARTMENTAL REVENUE - CEMETERIES	0.00	0.00
15 DEPARTMENTAL REVENUE - RECREATION	183,081.00	186,750.00
16 OTHER DEPARTMENTAL REVENUE	859,556.00	720,000.00
17 LICENSES AND PERMITS	1,484,747.00	1,500,000.00
18 SPECIAL ASSESSMENTS	11,532.00	13,000.00
==> 19 FINES AND FORFEITS	231,325.00	200,000.00
==> 20 INVESTMENT INCOME	104,083.00	190,245.00
==> 21 MEDICAID REIMBURSEMENT	100,000.00	100,000.00
==> 22 MISCELLANEOUS RECURRING (PLEASE SPECIFY)	8,307.00	7,568.00
23 MISCELLANEOUS NON-RECURRING (PLEASE SPECIFY)	538,382.00	0.00
24 TOTALS	\$ 13,780,771.00	\$ 11,120,563.00

I hereby certify that the actual receipts as shown in column (a) are, to the best of my knowledge correct and complete, and I further certify that I have examined the entries made on page 4 of the Fiscal 2015 tax rate recapitulation form by the City, Town or District Clerk and hereby acknowledge that such entries correctly reflect the appropriations made and the sources from which such appropriations are to be met.

Virginia Cahill, Comptroller, Natick, 508-647-6435

11/19/2014 11:36 AM

Accounting Officer

Date

* Do not include receipts in columns (a) or (b) that were voted by the City / Town / District Council or Town Meeting as offset receipts on Schedule A-1, enterprise funds on Schedule A-2, or revolving funds on Schedule A-3. Written documentation should be submitted to support increases / decreases of estimated receipts to actual receipts.

==> Written documentation should be submitted to support increases/ decreases of FY 2014 estimated receipts to FY2015 estimated

CERTIFICATION OF APPROPRIATIONS AND SOURCES OF FUNDING

TAX RATE RECAPITULATION

NATICK

FISCAL 2015

City / Town / District

APPROPRIATIONS							AUTHORIZATIONS	
							MEMO ONLY	
City / Town Council or Town Meeting Dates	FY*	(a) Total Appropriations of Each Meeting	(b) ** From Raise and Appropriate	(c) From Free Cash See B-1	(d) From Other Available Funds See B-2	(e) From Offset Receipts (See A-1), Enterprise Funds (See A-2), or Community Preservation Fund (See A-4)	(f) *** Revolving Funds (See A-3)	(g) Borrowing Authorization
05/20/2014	2014	233,000.00	0.00	233,000.00	0.00	0.00	0.00	0.00
05/20/2014	2015	136,966,854.00	119,131,976.00	1,600,000.00	3,226,217.00	13,008,661.00	440,000.00	3,953,945.00
11/20/2014	2015	6,522,937.00	0.00	3,835,115.00	1,189,150.00	1,498,672.00	0.00	2,997,200.00
Totals		143,722,791.00	119,131,976.00	5,668,115.00	4,415,367.00	14,507,333.00		
		Must Equal Cols. (b) thru (e)						

I hereby certify that the appropriations correctly reflect the votes taken by City / Town / District Council.

NATICK Diane Packer, Town Clerk, Natick, 508-647-6432

11/18/2014 1:44 PM

City/Town/District

Clerk

Date

**BUREAU OF ACCOUNTS
SCHEDULE A-2
ENTERPRISE FUNDS CH.44 S.53F 1/2 et al
NATICK**

City/Town/District
Water/Sewer

Type of enterprise fund/statutory reference

	(a) FY2014 Actual Revenues	(b) FY2015 Estimated Revenues
1. Enterprise revenues & available funds		
a. User charges	\$ 12,398,406.00	\$ 12,912,688.00 *
Connection fees	175,030.00	70,000.00 *
Other departmental revenue	1,101,471.00	1,100,000.00 *
Investment income	7,404.00	20,000.00 *
Total revenues	13,682,311.00	14,102,688.00
Retained earnings appropriated **	96,000.00	1,721,906.00
Other enterprise available funds		
Specify: <u>Infiltration & Inflow</u>	150,000.00	
Total current year revenues and available funds	13,928,311.00	15,824,594.00
b. Retained earnings appropriated for PY costs **		
Other enterprise available funds for PY costs		
Total revenues and available funds for PY costs		0.00
Total revenues and available funds	\$ 13,928,311.00	\$ 15,824,594.00

To Recap pg 2,
Part IIIB, line 3

* Written documentation should be submitted to support increases/decreases of estimated revenues to actual revenues.

** Retained earnings should be certified by the Director of Accounts prior to appropriation.

I hereby certify that the amount of retained earnings reported in Part I column(b) correctly reflects the votes of town meeting/city council.

Clerk

Date

I hereby certify that the actual revenues as shown in part 1 column (a) are to the best of my knowledge correct and complete.

Accounting Officer

Date

We hereby attest that the revenues itemized above have not been used as a revenue source elsewhere on the Tax Rate or Pro Forma recap.

Board of Assessors

Date

2. Total costs appropriated

a. Costs appropriated in the enterprise fund

Salaries and wages	\$	1,936,345.00	
Expenses		7,313,227.00	
Capital outlay		595,500.00	
Reserve Fund		200,000.00	
Other:--> <u>Debt Service and I&I Stabilization</u>		3,572,122.00	
Prior year costs appropriated from retained earnings or other enterprise available funds			(Must equal total part 1b)
Total costs appropriated in enterprise fund	\$		13,617,194.00

b. Costs appropriated in general fund

Health insurance	\$		
Pensions			
Shared employees		1,329,162.00	
Shared facilities		878,238.00	
Other:--> _____			
Other:--> _____			
Total costs appropriated in general fund	\$		2,207,400.00
Total Costs	\$		15,824,594.00

3. Calculation of subsidy (see instructions)

Revenue & available funds	\$	15,824,594.00	(part 1, col. b)
less: Total costs		15,824,594.00	(part 2)
less: Prior year deficit			To Recap pg. 2
(Negative represents subsidy)	\$	0.00	Part IIB

4. Sources of funding for costs appropriated in the enterprise fund

a. Revenue and available funds	\$	13,617,194.00
b. Taxation		
c. Free cash		
d. Non-Enterprise Available Funds		
Total Sources of Funding for Costs Appropriated in the Enterprise Fund (must equal total part 2a)	\$	13,617,194.00

**BUREAU OF ACCOUNTS
SCHEDULE A-2
ENTERPRISE FUNDS CH.44 S.53F 1/2 et al
NATICK**

City/Town/District
Sassaomon Trace Golf Course

Type of enterprise fund/statutory reference

	(a) FY2014 Actual Revenues	(b) FY2015 Estimated Revenues
1. Enterprise revenues & available funds		
a. User charges	\$ 633,113.00	\$ 558,373.00 *
Connection fees		
Other departmental revenue		
Investment income		
Total revenues	633,113.00	558,373.00
Retained earnings appropriated **	45,171.00	56,766.00
Other enterprise available funds		
Specify: General Fund Subsidy	312,246.00	
Total current year revenues and available funds	990,530.00	615,139.00
b. Retained earnings appropriated for PY costs **		
Other enterprise available funds for PY costs		
Total revenues and available funds for PY costs		0.00
Total revenues and available funds	\$ 990,530.00	\$ 615,139.00

To Recap pg 2,
Part IIIB, line 3

* Written documentation should be submitted to support increases/decreases of estimated revenues to actual revenues.

** Retained earnings should be certified by the Director of Accounts prior to appropriation.

I hereby certify that the amount of retained earnings reported in Part I column(b) correctly reflects the votes of town meeting/city council.

Clerk

Date

I hereby certify that the actual revenues as shown in part 1 column (a) are to the best of my knowledge correct and complete.

Accounting Officer

Date

We hereby attest that the revenues itemized above have not been used as a revenue source elsewhere on the Tax Rate or Pro Forma recap.

Board of Assessors

Date

2. Total costs appropriated

a. Costs appropriated in the enterprise fund

Salaries and wages	\$	296,796.00	
Expenses		321,398.00	
Capital outlay			
Reserve Fund			
Other;---> Debt Service		271,945.00	
Prior year costs appropriated from retained earnings or other enterprise available funds			(Must equal total part 1b)
Total costs appropriated in enterprise fund	\$		890,139.00

b. Costs appropriated in general fund

Health Insurance	\$		
Pensions			
Shared employees		22,995.00	
Shared facilities		11,092.00	
Other;--->			
Other;--->			
Total costs appropriated in general fund	\$		34,087.00
Total Costs	\$		924,226.00

3. Calculation of subsidy (see instructions)

Revenue & available funds	\$	615,139.00	(part 1, col. b)
less: Total costs		924,226.00	(part 2)
less: Prior year deficit			To Recap pg. 2
(Negative represents subsidy)	\$	-309,087.00	Part 11B

4. Sources of funding for costs appropriated in the enterprise fund

a. Revenue and available funds	\$	890,139.00
b. Taxation		
c. Free cash		
d. Non-Enterprise Available Funds		
Total Sources of Funding for Costs Appropriated in the Enterprise Fund (must equal total part 2a)	\$	890,139.00

**BUREAU OF ACCOUNTS
SCHEDULE A-3
REVOLVING FUNDS CH.44 S.53E 1/2
NATICK**

(a) Date of Vote	(b) Department Authorized to Spend	(c) Type of Receipts Credited	(d) FY2014 Actual Revenues	(e) FY2015 Receipts Authorized
05/01/14	Board of Health	Tobacco Fees/Fines	0.00	25,000.00
05/01/14	Coun. on Aging	Transportation Fares	8,680.00	15,000.00
05/01/14	DPW	Sale Surplus Vehicles	62,132.00	80,000.00
05/01/14	Morse Library	Overdue Fines	55,905.00	85,000.00
05/01/14	Morse Library	Rental of Facilities	12,200.00	25,000.00
subtotal page 2			96,028.00	210,000.00
TOTAL			234,945.00	440,000.00

* This amount must agree with page 4, column (f) of the Tax Rate and Pro Forma Recap forms. If the amount in column (e) is greater than the amount in column (d), additional documentation for the increase may be requested.

The total of all revolving funds pursuant to this law cannot exceed 10% of the prior fiscal year's tax levy. Each department's revolving fund cannot exceed 1% of the prior fiscal year's tax levy.

I hereby certify that the actual revenues as shown in column (d) are to the best of my knowledge correct and complete.

Accounting Officer

Date

We hereby attest that the receipts itemized above have not been used as a revenue source elsewhere on the Tax Rate or Pro Forma Recap.

Board of Assessors

Date

SCHEDULE A-3 REVOLVING FUNDS CH. 44 S. 53E 1/2 (con't)

(a) Date of Vote	(b) Department Authorized to Spend	(c) Type of Receipts Credited	(d) FY2014 Actual Revenues	(e) FY2015 Receipts Authorized
05/01/14	Coun. On Aging	Rental of Facilities	60,398.00	75,000.00
05/01/14	Board of Health	Immunization Fees	17,035.00	40,000.00
05/01/14	Coun. On Aging	Program Fees	18,597.00	95,000.00
Total page 2			96,028.00	210,000.00

BUREAU OF ACCOUNTS
SCHEDULE B-1
FREE CASH CERTIFICATION AND APPROPRIATION
NATICK
City/Town/District

PART I

1. 7/1/2013 FREE CASH CERTIFICATION	\$ 6,827,707.00
ADD:	
2. FREE CASH UPDATE PART I	
TOTAL	<u>6,827,707.00</u>
SUBTRACT FREE CASH APPROPRIATED FROM THIS CERTIFICATION:	
3. FY2014 RECAP	<u>3,628,370.00</u>
4. FY2015 RECAP	<u>1,833,000.00</u>
BALANCE OF UNAPPROPRIATED FREE CASH PART I	<u><u>\$ 1,366,337.00</u></u>

PART II

1. 7/1/2014 FREE CASH CERTIFICATION	\$ 6,832,003.00
ADD:	
2. FREE CASH UPDATE PART II	
TOTAL	<u>6,832,003.00</u>
SUBTRACT FREE CASH APPROPRIATED FROM THIS CERTIFICATION:	
3. FY2015 RECAP	<u>3,835,115.00</u>
BALANCE OF UNAPPROPRIATED FREE CASH PART II	<u><u>\$ 2,996,888.00</u></u>

Accounting Officer

Date

BUREAU OF ACCOUNTS
SCHEDULE B-2
SOURCES AND USES OF OTHER AVAILABLE FUNDS
NATICK
City/Town/District

Date of Appropriation	Source of Fund	Use of Fund	COL. A Amount in Fund when Approp. was made	COL. B Amount of Appropriation
05/20/14	Parking Meter Receipts	Parking Enforcement	204,997.00	80,000.00
05/20/14	Overlay Surplus	FY15 GF Budget	668,787.00	500,000.00
05/20/14	Title V Septic	Debt Service	138,644.00	7,884.00
05/20/14	Capital Stabilization	Capital Expense	5,527,164.00	1,055,508.00
05/20/14	Reserved Bond Prem.	Debt Service	1,188,460.00	106,758.00
05/20/14	School Bldg Assistance	Debt Service	1,220,936.00	123,167.00
05/20/14	Capital Stabilization	Capital Equipment	4,471,656.00	819,000.00
05/20/14	Capital Stabilization	Capital Improvements	3,652,656.00	534,100.00
11/20/14	FedEx Mitigation Funds	Traffic Improvements	75,000.00	75,000.00
11/20/14	L.A. Fitness Mitigation	Upgrade Pump Station	164,000.00	164,000.00
11/20/14	Gen'l Growth Mitigation	Capital Improvements	100,000.00	100,000.00
11/20/14	Chapter 40 R Recelpts	Capital Improvements	200,000.00	200,000.00
11/20/14	Capital Stabilization	Capital Equipment	3,118,556.00	497,100.00
11/20/14	Capital Stabilization	Capital Improvements	2,621,456.00	153,050.00
			23,352,312.00	Total Approp. 4,415,367.00

**BUREAU OF ACCOUNTS
SCHEDULE DE-1
DEBT EXCLUSION FORM**

NATICK

(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)
BALLOT VOTE DATE	PURPOSE(S) OF EXCLUSION VOTE	DATE OF ORIGINAL ISSUANCE NOTEBOND PURPOSES	TEMP OR PERM (T/P)	FY2014 NET EXCLUDED DEBT SERVICE	FY2014 GROSS DEBT SERVICE EXPENDED	FY2015 GROSS DEBT SERVICE EXCLUDABLE	REIMBURSEMENTS/ ADJUSTMENTS	FY2015 NET EXCLUDED DEBT SERVICE
11/07/00	Wilson Middle School	04/15/04	PERM	621,320.50	744,487.50	657,986.25	123,167.00	534,799.25
11/07/00	Kennedy Middle School	04/15/04	PERM	104,000.00	104,000.00	0.00		0.00
03/30/10	Natick High School	06/15/11	PERM	2,825,704.25	3,295,687.50	3,229,787.50	305,645.84	2,924,141.66
03/30/10	Community Senior Ctr	06/15/11	PERM	621,311.00	724,650.00	711,300.00	67,312.75	643,987.25
03/30/10	Community Senior Ctr	06/01/12	PERM	104,366.25	121,725.00	124,025.00	11,736.91	112,288.09
03/30/10	Natick High School	06/15/13	PERM	0.00	421,227.43	439,312.50	439,312.50	0.00
03/30/10	Community Senior Ctr	06/15/13	PERM	0.00	32,104.17	32,750.00	32,750.00	0.00
								0.00
								0.00
								0.00
								0.00
								0.00
								0.00
								0.00
							SUBTOTAL	4,215,216.25

REIMBURSEMENTS: School Building Assistance, Library Construction Grants etc.
ADJUSTMENTS: prior year interest not included, rate or term different than estimate

Name/Title

**BUREAU OF ACCOUNTS
SCHEDULE OF AMOUNTS CERTIFIED FOR
TAX TITLE PURPOSES
(Recap page 2, Item II. B.1)**

NATICK
City/Town/District

**Filing and recording fees, including
examiner's costs required by the Land Court**

\$ 35,850.00

Advertising and publishing costs

14,000.00

Certified mailings

150.00

Other - (Specify)

TOTAL

\$ 50,000.00

Prepared by:

Date

Title:

**MASSACHUSETTS DEPARTMENT OF REVENUE
DIVISION OF LOCAL SERVICES**

ASSESSMENT/CLASSIFICATION REPORT FY2015

NATICK
City/Town/District

as of January 1, 2014

PROPERTY TYPE	ACCT/ PARCEL COUNT	CLASS 1 Residential Assessed Value	CLASS 2 Open Space Assessed Value	CLASS 3 Commercial Assessed Value	CLASS 4 Industrial Assessed Value	CLASS 5 Personal Property Assessed Value
101	8,479	4,067,880,400				
102	2,675	724,440,300				
Misc 103,109	39	30,402,300				
104	587	262,898,300				
105	79	36,328,800				
111-125	57	202,660,100				
130-132, 106	881	62,654,900				
200-231	0		0			
300-393	561			1,402,487,700		
400-452	53				38,307,700	
CH 61 Land	1		0	3,200		
CH 61A Land	18		0	162,900		
CH 61B Land	17		0	1,094,400		
012-043	49	18,016,700	0	15,033,200	0	
501	894					9,808,140
502	745					28,729,400
503	1					484,550
504,550-552	4					55,121,540
505	12					24,471,300
506	0					0
508	5					3,863,070
TOTALS	15,157	5,405,281,800	0	1,418,781,400	38,307,700	122,478,000
REAL AND PERSONAL PROPERTY TOTAL VALUE						6,984,848,900
EXEMPT VALUE						608,130,300

Submitted by: Board of Assessors

10-06-2014
Date

LA-4 (7/2008)

**DEPARTMENT OF REVENUE
MINIMUM RESIDENTIAL FACTOR COMPUTATION
FOR FY2015**

NATICK
City/Town/District

A	B	C	
Class	Full and Fair Cash Valuation	Percentage Share	
1. Residential	5,405,281,800	77.3858%	77.3858%
2. Open Space	0	0.0000%	
3. Commercial	1,418,781,400	20.3123%	22.6142%
4. Industrial	38,307,700	0.5484%	
5. Personal Property	122,478,000	1.7535%	
TOTALS	6,984,848,900	100.0000%	

Maximum Share of Levy for Classes Three, Four and Personal Property;	150% X	<u>22.6142%</u> Lines 3C+4C+5C	<u>33.9213%</u> Max % Share
--	--------	-----------------------------------	--------------------------------

Minimum Share of Levy for Classes One and Two:	100% --	<u>33.9213%</u> Max % Share	<u>66.0787%</u> Min % Share
---	---------	--------------------------------	--------------------------------

Minimum Residential Factor (MRF)	<u>66.0787%</u> Min % Share	<u>77.3858%</u> Lines 1C+2C	85.3887% Minimum Residential Factor
-------------------------------------	--------------------------------	--------------------------------	---

MINIMUM RESIDENTIAL FACTOR	85.3887%
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CHAPTER 58, SECTION 1A MANDATES A MINIMUM RESIDENTIAL FACTOR OF NOT LESS THAN 65%.
LA7 (6-94)

**BUREAU OF ACCOUNTS
SCHEDULE OL-1
OVERLAY WORKSHEET**

City/Town/District NATICK

	A. FY2014	B. FY2013	C. FY2012	D. PRIOR YRS	E. TOTAL
1. Overlay raised per recap	1,349,902.93	1,463,310.27	1,128,591.97		
2. Overlay deficits raised	0.00	0.00	0.00		
3. Less - total abatements and exemptions charged through 6/30/2014	309,438.31	461,727.96	450,401.49		
4. Less - amount transferred to overlay surplus if any	0.00	0.00	0.00		
5. Totals - should equal FY2014 balance sheet	1,040,464.62	1,001,582.31	678,190.48	1,200,084.32	3,920,321.73

Accountant/ Auditor

Date

6. Potential additional liability (ATB Cases)	124,145.90	426,612.13	389,930.68	751,179.27	1,691,867.98
7. Total potential liability (add 3+6)	433,584.21	888,340.09	840,332.17		

Assessor

Date

COMMONWEALTH OF MASSACHUSETTS
DEPARTMENT OF REVENUE
DIVISION OF LOCAL SERVICES
BUREAU OF LOCAL ASSESSMENT

NATICK
COMMUNITY

TAX BASE LEVY GROWTH FY2015 - LA13

Retain documentation for 5 years in the event of DOR audit

PROPERTY CLASS	[A] FY2014 VALUES BY CLASS (Committed / LA-4)	No.	[B] FY2014 REVISED & OMITTED VALUES	No.	[C] ABATEMENT VALUES	No.	[D] OTHER ADJUSTMENT VALUES	[E] FY2014 ADJ VALUE BASE
RESIDENTIAL:								
Single Family (101)	3,862,863,400	0	0	22	943,800	66	(2,369,845)	3,859,549,755
Condominium (102)	645,625,800	0	0	1	111,600	19	3,089,400	648,603,600
Two & Three Family (104 & 105)	276,960,100	0	0	1	20,000	15	(853,600)	276,086,500
Multi - Family (111 - 125)	181,306,000	0	0	1	400,000	3	1,029,800	181,935,800
Vacant Land (130 - 132 & 106)	59,037,100	0	0	0	0	75	2,614,210	61,651,310
Others (103, 109, Res mixed use)	46,166,330	0	0	0	0	3	(1,333,000)	44,833,330
TOTAL RESIDENTIAL	5,071,958,730	0	0	25	1,475,400	181	2,176,965	5,072,660,295
Open Space	0	0	0	0	0	0	0	0
Open Space - Chapter 61, 61A, 61B	0	0	0	0	0	0	0	0
TOTAL OPEN SPACE	0	0	0	0	0	0	0	0
Commercial	1,358,621,611	0	0	6	1,995,200	6	(2,947,000)	1,353,679,411
Commercial - Chapter 61, 61A, 61B	1,260,659	0	0	0	0	1	(165)	1,260,494
TOTAL COMMERCIAL	1,359,882,270	0	0	6	1,995,200	7	(2,947,165)	1,354,939,905
INDUSTRIAL	36,485,100	0	0	0	0	3	(1,473,600)	35,011,500
PERSONAL PROPERTY	121,001,510							
TOTAL REAL & PERSONAL	6,589,327,610							

Actual ☐
Pro Forma ☐

TAX BASE LEVY GROWTH FY2015 - LA13

PROPERTY CLASS	REVAL %	[F] + or - REVAL ADJUSTMENT VALUES	[G] TOTAL ADJUSTED VALUE BASE	[H] FY2015 PROPOSED VALUES	[I] NEW GROWTH VALUATION	[J] PRIOR YEAR TAX RATE	[K] TAX LEVY GROWTH
RESIDENTIAL:							
Single Family (101)	0.04607	177,817,045	4,037,366,800	4,067,880,400	30,513,600		
Condominium (102)	0.07000	45,401,400	694,005,000	724,440,300	30,435,300		
Two & Three Family (104 & 105)	0.08018	22,136,000	298,222,500	299,227,100	1,004,600		
Multi - Family (111 - 125)	0.08056	14,656,800	196,592,600	202,660,100	6,067,500		
Vacant Land (130 - 132 & 106)	-0.00724	(446,410)	61,204,900	62,654,900	1,450,000		
Others (103, 109, Res mixed use)	0.07883	3,534,370	48,367,700	48,419,000	51,300		
TOTAL RESIDENTIAL	0.05187	263,099,205	5,335,759,500	5,405,281,800	69,522,300	14.18	\$985,826
Open Space		0	0	0	0		
Open Space - Chapter 61, 61A, 61B		0	0	0	0		
TOTAL OPEN SPACE		0	0	0	0	0.00	\$0
Commercial	0.04529	61,312,339	1,414,991,750	1,417,520,900	2,529,150		
Commercial - Chapter 61, 61A, 61B	0.00000	6	1,260,500	1,260,500	0		
TOTAL COMMERCIAL	0.04525	61,312,345	1,416,252,250	1,418,781,400	2,529,150	14.18	\$35,863
INDUSTRIAL	0.09415	3,296,200	38,307,700	38,307,700	0	14.18	\$0
PERSONAL PROPERTY				122,478,000	7,553,984	14.18	\$107,115
TOTAL REAL & PERSONAL				6,984,848,900	79,605,434		\$1,128,804

Assessors Signature

LA-13 (2008)

Date

THE COMMONWEALTH OF MASSACHUSETTS
DEPARTMENT OF REVENUE
FISCAL 2015 TAX LEVY LIMITATION FOR
NATICK
FOR BUDGET PLANNING PURPOSES

TO CALCULATE THE FY2014 LEVY LIMIT

A. FY2013 Levy Limit	84,573,555
A1. ADD Amended FY2013 Growth	0
B. ADD (IA + IA1) X 2.5%	2,114,339
C. ADD FY2014 New Growth	2,503,189
C1. ADD FY2014 New Growth Adjustment	0
D. ADD FY2014 Override	0
E. FY2014 Subtotal	89,191,083
F. FY2014 Levy Ceiling	164,733,190

I. \$ 89,191,083
FY2014 Levy Limit

TO CALCULATE THE FY2015 LEVY LIMIT

A. FY2014 Levy Limit from I.	89,191,083
A1. ADD Amended FY2014 Growth	0
B. ADD (IIA + IIA1) X 2.5%	2,229,777
C. ADD FY2015 New Growth	1,128,804
C1. ADD FY2015 New Growth Adjustment	0
D. ADD FY2015 Override	0
E. FY2015 Subtotal	92,549,664
F. FY2015 Levy Ceiling	174,621,223

II. \$ 92,549,664
FY2015 Levy Limit

**TO CALCULATE THE FY2015
MAXIMUM ALLOWABLE LEVY**

A. FY2015 Levy Limit from II.	92,549,664
B. FY2015 Debt Exclusion(s)	4,215,216
C. FY2015 Capital Expenditure Exclusion(s)	0
D. FY2015 Stabilization Fund Override	0
E. FY2015 Other Adjustment	0
F. FY2015 Water / Sewer	0
G. FY2015 Maximum Allowable Levy	\$ 96,764,880

**DEPARTMENT OF REVENUE
BUREAU OF ACCOUNTS
CLASSIFICATION TAX ALLOCATION**

NATICK
City/Town/District

Return to: Bureau of Accounts, Boston, Springfield, Worcester

1. The selected Residential Factor is ----- 1.000000

If you desire each class to maintain 100% of its full value tax share,
Indicate a residential factor of "1" and go to question 3.

2. In computing your residential factor, was a discount granted to Open Space?
Yes ----- No X

If Yes, what is the percentage discount? -----

3. Was a residential exemption adopted?
Yes ----- No X

If Yes, please complete the following:

Class I Total Assessed Value	=	-----	X	-----	=	-----
Class I Total Parcel Count*			Selected Res. Exemption %			Residential Exemption

* Include all parcels with a Mixed-Use Residential designation

Applicable number of parcels to receive exemption -----

4. Was a small commercial exemption adopted?
Yes ----- No X
% Selected -----

If Yes, please complete the following:

No. of parcels eligible 20
Total value of parcels -----
Total value to be exempted -----

5. The following information was derived from the LA-7. Please indicate in column D percentages (accurate to 4 digits to the right of the decimal point) which result from your selected residential factor. (If a residential factor of "1" has been selected, you may leave Column D blank.)

A	B	C	D
Class	Certified Full and Fair Cash Value	Percentage Full Value Shares of Total Tax	New Percentage Shares of Total
1. Residential	5,405,281,800	77.3858%	77.3858%
2. Open Space	0	0.0000%	0.0000%
3. Commercial	1,418,781,400	20.3123%	20.3123%
4. Industrial	38,307,700	0.5484%	0.5484%
5. Personal Property	122,478,000	1.7535%	1.7535%
Totals	6,984,848,900	100.0000%	100.0000%

6. I hereby attest that notice was given to taxpayers that a public hearing on the issue of adopting the tax levy percentages for fiscal year 2015 would be held November 17, 2014 (date), 7:00 P.M. (time), at Town Hall Edward H. Di (place), by Metrowest Newspaper Legal Notice (describe type of notice).

City/Town/District Clerk

7. We hereby attest that on 11/17/2014 (date) 7:00 P.M. (time), at Town Hall 13 East Cen (place) a public hearing was held on the issue of adopting the percentages for fiscal year 2015, that the Board of Assessors presented information and data relevant to making such determination and the fiscal effect of the available alternatives at the hearing and that the percentages set forth above were duly adopted in public session on 11/17/2014 (date).

8. We have been informed by the Assessors of excess levy capacity \$234,268.20

For cities: City Councilors, Aldermen, Mayor

For towns: Board of Selectmen

For districts: Prudential Committee or Commissioners

(LA-5)

Massachusetts Department of Revenue Division of Local Services
BUREAU OF ACCOUNTS - AUTOMATED TREASURER'S YEAR-END CASH REPORT

NATICK

, for the Year Ending June 30, 2014

(City, Town, County, District)

PART I: A. Cash and checks in office

\$ 2,419.00

B. Non - Interest Bearing Checking Accounts

Collateral'd Y or N	Comp. Bal. Y or N	Financial Institution	Purpose	Interest Rate	Balance	Sub - Total
Y	N	Citizens	Payroll	N/A	1,156,734.41	
Y	N	Citizens	Vendor	N/A	847,863.33	
Y	N	Citizens	Workers Compensation	N/A	0.00	
Y	N	Citizens	Golf Course	N/A	130,246.07	
Y	N	Citizens	Recreation	N/A	232,378.92	
Y	N	Citizens	General	N/A	834,535.38	
Y	N	Citizens	Student Activity Account	N/A	2,776.13	
Y	N	Citizens	Student Activity Account	N/A	1,192.91	
Y	N	Citizens	Student Activity Account	N/A	417.40	
Y	N	Citizens	Student Activity Account	N/A	958.75	
Y	N	Citizens	Student Activity Account	N/A	143.00	
Y	N	Citizens	Student Activity Account	N/A	1,021.51	
Y	N	Citizens	Student Activity Account	N/A	300.10	
				N/A		\$3,208,567.91

C. Interest Bearing Checking Accounts

Collateral'd Y or N	Comp. Bal. Y or N	Financial Institution	Purpose	Interest Rate	Balance	Sub - Total
Y	N	Belmont Savings	Comingled Funds	0.15	948,336.90	
Y	N	Citizens	Comingled Funds	0.01	4,366,284.04	
Y	N	Citizens	Comingled Funds	0.01	906,264.13	
Y	N	Citizens	Food Service	0.01	6,842.55	
Y	N	Citizens	Recreation	0.01	307,414.16	
Y	N	Citizens	Energy Assistance	0.01	2,365.85	
Y	N	Citizens	Math Works Scholarship	0.05	61,038.42	
Y	N	Citizens	Golf Course	0.01	179,612.94	
Y	N	Citizens	Law Enforcement	0.01	112,099.59	
Y	N	Citizens	Health Reimbursement	0.01	24,669.11	
Y	N	Citizens	Student Activity	0.01	1,503,662.49	
Y	N	Citizens	Student Activity	0.01	352,307.37	
Y	N	Citizens	Student Activity	0.01	348,932.59	
Y	N	Citizens	Student Activity	0.01	74.06	
Y	N	Citizens	Student Activity	0.01	68.39	
Y	N	Citizens	Student Activity	0.01	56,624.92	
Y	N	Citizens	Student Activity	0.01	3,835.02	
Y	N	Unibank	Comingled Funds	0.15	12,251,706.44	
Y	N	Unibank	Ambulance	0.15	10,085.57	
Y	N	Unibank	Comingled Funds	0.10	264,150.37	
Y	N	Unibank	Comingled Funds	0.10	43,638.75	
						\$21,750,013.66

D. Liquid Investments

Collateral'd Y or N	Comp. Bal. Y or N	Financial Institution	Purpose	Interest Rate	Balance	Sub - Total
Y	N	Bank of America	Comingled Funds	0.05	44,186.36	
Y	N	Belmont Savings	Comingled Funds	1.00	1,896,667.00	
Y	N	Century	Comingled Funds	0.45	10,909,561.60	
N	N	Eastern	Capital	0.10	303,793.39	
N	N	Eastern	Comingled Funds	0.10	37,054.67	
Y	N	Harbor One	Comingled Funds	0.70	14,681,638.71	
Y	N	MetroWest CU	Comingled Funds	0.02	5.95	
Y	N	MetroWest CU	Comingled Funds	0.02	10.00	
Y	N	Middlesex Savings	Elderly Tax	0.05	3,216.66	
Y	N	Middlesex Savings	Parking	0.10	1,968,890.97	
Y	N	Middlesex Savings	Comingled Funds	0.10	74,026.61	
Y	N	Middlesex Savings	Historical Commission	0.15	40,856.76	
Y	N	MMDT	Comingled Funds	0.18	53,808.81	
Y	N	MMDT	Comingled Funds	0.18	1,890,984.04	
N	N	Santander	Comingled Funds	0.35	10,978,377.98	
N	N	TD Bank	Comingled Funds	0.15	555,222.69	
Y	N	Unibank	Comingled Funds	0.25	151,980.91	
						\$43,590,283.11

Note: Attach additional sheets if needed.

E. Term Investments

Collateral'd Y or N	Comp. Bal. Y or N	Financial Institution	Purpose	Interest Rate	Balance	Sub - Total
					Sub - Total	\$0.00
		U.S. Treasury Bills				
		Repurchase Agreements				
		Other				
					Sub - Total	\$0.00
					Sec. E Total	\$0.00

F. Trust Funds

Collateral'd Y or N	Comp. Bal. Y or N	Financial Institution	Purpose	Interest Rate	Balance	Sub - Total
Y	N	Belmont Savings	Stabilization - Capital	0.15	1,838,739.61	
Y	N	Belmont Savings	Stabilization - Operating	0.15	484,065.66	
Y	N	Belmont Savings	Stabilization - Capital	1.00	3,686,965.50	
Y	N	Belmont Savings	Stabilization - Operating	1.00	975,553.37	
Y	N	Citizens	Trust	0.01	45,001.12	
Y	N	Citizens	Scholarship	0.25	108,836.13	
Y	N	Citizens	Scholarship	0.01	2,514.63	
Y	N	Citizens	Scholarship	0.01	173,647.90	
Y	N	Citizens	Scholarship	0.10	20,716.54	
Y	N	Citizens	Scholarship	0.01	31.45	
Y	N	Harbor One	Stabilization - Operating	0.70	859,938.81	
Y	N	Middlesex Savings	Scholarship	0.10	60,028.88	
Y	N	Middlesex Savings	Scholarship	0.05	5,002.12	
Y	N	Middlesex Savings	Trust	0.05	4,051.77	
Y	N	Middlesex Savings	Scholarship	0.05	2,900.99	
Y	N	Middlesex Savings	Conservation	0.10	28,633.83	
Y	N	Middlesex Savings	Trust	0.10	107,381.01	
Y	N	Middlesex Savings	Scholarship	0.05	3,534.71	
Y	N	Middlesex Savings	Scholarship	0.05	771.19	
Y	N	Middlesex Savings	Scholarship	0.05	7,070.49	
Y	N	Middlesex Savings	Scholarship	0.35	18,637.04	
Y	N	Middlesex Savings	Scholarship	0.35	167,421.42	
Y	N	Middlesex Savings	Scholarship	0.35	10,331.72	
Y	N	Middlesex Savings	Scholarship	0.35	23,242.25	
Y	N	Middlesex Savings	Scholarship	0.75	7,137.26	
Y	N	Middlesex Savings	Scholarship	0.35	13,095.36	
Y	N	Middlesex Savings	Scholarship	0.35	15,186.42	
Y	N	Middlesex Savings	Scholarship	0.15	17,517.97	
Y	N	Middlesex Savings	Scholarship	0.15	27,046.65	
Y	N	Middlesex Savings	Affordable Housing	-	1.00	
Y	N	Middlesex Savings	OPEB	0.10	221,838.45	
Y	N	Middlesex Savings	Scholarship	0.05	1,359.35	
Y	N	Morgan Stanley	Conservation	.51 - 1.58	3,357,007.37	
Y	N	Morgan Stanley	Stabilization - Operating	.66 - 1.68	2,847,316.25	
Y	N	Mutual One	Trust	0.10	335.73	
Y	N	Mutual One	Trust	0.10	374.77	
N	N	Santander	Stabilization - Operating	0.19	329.30	
N	N	Santander	Stabilization - Operating	0.27	91.75	
N	N	Santander	Stabilization - Capital	0.28	395.51	
N	N	TD Bank	Conservation	0.15	1,092,771.54	
						16,236,822.82

Part I Total: All Cash and Investments \$ 84,788,106.50

Massachusetts Department of Revenue, Division of Local Services
Bureau of Accounts ~ Automated Statement of Indebtedness

City/Town/District of: NATICK FY2014

Long Term Debt Inside the Debt Limit	Outstanding July 1, 2013	+ New Debt Issued	- Retirements	= Outstanding June 30, 2014	Interest Paid in FY2014
Buildings	16,701,000.00	880,000.00	2,373,000.00	15,208,000.00	545,148.00
Departmental Equipment	3,786,000.00	2,300,000.00	801,000.00	5,285,000.00	118,035.00
School Buildings	8,700,000.00	5,390,000.00	6,655,000.00	7,435,000.00	351,675.00
School - All Other	1,375,000.00	0.00	380,000.00	995,000.00	45,352.00
Sewer	5,666,430.00	935,700.00	639,846.00	5,962,284.00	178,375.00
Solid Waste				0.00	
Other Inside	2,512,500.00	1,730,750.00	317,500.00	3,925,750.00	80,283.00

SUB - TOTAL Inside	\$38,740,930.00	\$11,236,450.00	\$11,166,346.00	\$38,811,034.00	\$1,318,868.00
--------------------	-----------------	-----------------	-----------------	-----------------	----------------

Long Term Debt Outside the Debt Limit	Outstanding July 1, 2013	+ New Debt Issued	- Retirements	= Outstanding June 30, 2014	Interest Paid in FY2014
Airport				0.00	
Gas/Electric Utility				0.00	
Hospital				0.00	
School Buildings	43,098,000.00	0.00	2,677,000.00	40,421,000.00	1,457,354.00
Sewer				0.00	
Solid Waste	1,711,000.00		309,000.00	1,402,000.00	53,460.00
Water	8,610,490.00	818,000.00	1,059,023.00	8,369,467.00	329,114.00
Other Outside	1,567,213.00	0.00	267,837.00	1,299,376.00	44,275.00

SUB - TOTAL Outside	\$54,986,703.00	\$818,000.00	\$4,312,860.00	\$51,491,843.00	\$1,884,203.00
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TOTAL Long Term Debt	\$93,727,633.00	\$12,054,450.00	\$15,479,206.00	\$90,302,877.00	\$3,203,071.00
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Please complete all sections of this report and return it to the Public Finance Section no later than September 30, 2014.

I certify to the best of my knowledge that this information is complete and accurate as of this date.

Treasurer: _____ Date: _____

I certify that long and short term debt as identified in this Statement of Indebtedness is in agreement with the general ledger controls in my department and are also reflected on the balance sheet.

Accounting Officer: _____ Date: _____

<i>Delivery By U.S. Mail</i>	<i>Phone/Fax</i>	<i>FedEx, UPS, Other Delivery</i>
Public Finance Section	(617) 626-2399	Public Finance Section
Division of Local Services	(617) 626-2382	Division of Local Services
PO Box 9569	(617) 626-4110	100 Cambridge St.
Boston MA 02114-9569	Fax (617) 626-3916	Boston MA 02114

Short Term Debt	Outstanding July 1, 2013	+ Issued	- Retired	= Outstanding June 30, 2014	Interest Paid in FY 2014
RANs - Revenue Anticipation				0.00	
BANs - Bond Anticipation:					
Buildings				0.00	
School Buildings				0.00	
Sewer				0.00	
Water				0.00	
Other BANs	117,000.00	0.00	117,000.00	0.00	877.50
SANs - State Grant Anticipation				0.00	
FANs - Federal Gr. Anticipation				0.00	
Other Short Term Debt				0.00	
TOTAL Short Term Debt	\$117,000.00	\$0.00	\$117,000.00	\$0.00	\$877.50

GRAND TOTAL All Debt	\$93,844,633.00	\$12,054,450.00	\$15,596,206.00	\$90,302,877.00	\$3,203,948.50
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Purpose	Date of Vote	Article Number	Amount Authorized	Authorized and Unissued Debt	
				- Issued - Retired - Rescined	= Unissued 6/30/2014
Kennedy Sch Portable Classrooms	5/6/2014	35-Motion B #1	215,000.00	0.00	215,000.00
Replace Ambulance #3	5/6/2014	35-Motion B #9	205,000.00	0.00	205,000.00
Replace Hooklift & Chassis S-37	5/6/2014	35-Motion B #14	230,000.00	0.00	230,000.00
Replace Small Truck S-38	5/6/2014	35-Motion B #15	130,000.00	0.00	130,000.00
Town Hall HVAC Roof Top	5/6/2014	35-Motion B #17	110,000.00	0.00	110,000.00
Pine St Road Improvements	05/06/04	36-Motion B #2	2,000,000.00	0.00	2,000,000.00
Pond St Sidewalk & Guardrail	05/06/14	36-Motion B #3	285,000.00	0.00	285,000.00
Public Works Expansion	05/06/14	36-Motion B #12	248,500.00	0.00	248,500.00
Sewer Station & Generator	05/06/14	36-Motion C #13	360,000.00	0.00	360,000.00
Sewer Pump Station Replace	05/06/14	36-Motion C #4	230,000.00	0.00	230,000.00

Public Works Expansion	05/06/14	36-Motion C #15	101,500.00	0.00	101,500.00
Speen Street Sewer	10/22/13	19-Motion C #10	220,000.00	180,000.00	40,000.00
DDC Controls-Ben Hem	10/22/13	18-Motion B #14	150,000.00	0.00	150,000.00
Cole Field Improvements	10/22/13	19-Motion B #3	1,200,000.00	400,000.00	800,000.00
Drainage	10/22/13	19-Motion B #2	350,000.00	0.00	350,000.00

SUB - TOTAL from additional sheet(s)					\$5,455,000.00
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TOTAL Authorized and Unissued Debt					\$16,563,912.00
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Please Complete Additional Sections if Needed

Purpose	Date of Vote	Article Number	Authorized and Unissued Debt - Additional Sheet(s)		
			Amount Authorized	- Issued - Retired - Rescined	= Unissued 6/30/2014
Police-HVAC Replace	04/25/13	14-Motion B #10	180,000.00	125,000.00	55,000.00
DPW-Recycle Totes	04/25/13	13-Motion B #9	570,000.00	428,000.00	142,000.00
Sewer System Rehab-MWRA	04/24/12	16-Motion E	357,900.00	357,900.00	0.00
High School Construction	02/04/10	6	85,640,000.00	75,941,953.00	9,698,047.00
Water	10/21/10	10-Motion C #10	150,000.00	0.00	150,000.00
Sewer I&I	04/17/08	14	514,250.00	77,385.00	436,865.00
Parking Garage	05/04/06	14	710,000.00	170,000.00	540,000.00
Charles River Dam	04/15/08	10-Motion B #3	187,000.00	100,000.00	87,000.00
					0.00
					0.00
					0.00
					0.00
					0.00
					0.00
					0.00

8/15/08-Equip	85,000.00	0.00	85,000.00	0.00	2,975.00	Equipment
8/15/08-Equip	90,000.00	0.00	20,000.00	70,000.00	3,356.00	Equipment
8/15/08-Equip	40,000.00	0.00	10,000.00	30,000.00	1,475.00	Equipment
5/17/10-Sewer	30,954.00	0.00	15,477.00	15,477.00	0.00	Sewer
6/15/10-Sewer	210,000.00	0.00	30,000.00	180,000.00	6,075.00	Sewer
6/15/10-School Remodel	840,000.00	0.00	120,000.00	720,000.00	24,300.00	School Building
6/15/10-School Remodel	1,160,000.00	0.00	170,000.00	990,000.00	33,538.00	School Building
6/15/10-Building Remodel	280,000.00	0.00	40,000.00	240,000.00	8,100.00	Buildings
6/15/10-Dept Equip	75,000.00	0.00	25,000.00	50,000.00	1,938.00	Equipment
6/15/10-Dept Equip	70,000.00	0.00	15,000.00	55,000.00	1,950.00	Equipment
6/15/10-Equip-Sewer	175,000.00	0.00	25,000.00	150,000.00	5,062.00	Sewer
6/15/11-Building Remodel	7,960,000.00	0.00	445,000.00	7,515,000.00	279,650.00	Buildings
6/15/11-Building Remodel	80,000.00	0.00	10,000.00	70,000.00	2,700.00	Buildings
6/15/11-Building Remodel	120,000.00	0.00	15,000.00	105,000.00	4,050.00	Buildings
6/15/11-School Remodel	195,000.00	0.00	25,000.00	170,000.00	6,600.00	School Building
6/15/11-School Remodel	215,000.00	0.00	30,000.00	185,000.00	7,300.00	School Building
6/15/11-School Remodel	80,000.00	0.00	10,000.00	70,000.00	2,700.00	School Building
6/15/11-Public Way	1,730,000.00	0.00	135,000.00	1,595,000.00	57,575.00	Other
6/15/11-Public Way	70,000.00	0.00	25,000.00	45,000.00	2,500.00	Other
6/15/11-Equip Ambulance	75,000.00	0.00	25,000.00	50,000.00	2,750.00	Equipment
6/15/11-Equip Fire	90,000.00	0.00	30,000.00	60,000.00	3,300.00	Equipment
6/15/11-Equip Fire	60,000.00	0.00	20,000.00	40,000.00	2,200.00	Equipment
6/15/11-Equip Fire	320,000.00	0.00	40,000.00	280,000.00	10,800.00	Equipment
6/15/11-Equip DPW	140,000.00	0.00	20,000.00	120,000.00	4,750.00	Equipment
6/15/11-Equip DPW	140,000.00	0.00	20,000.00	120,000.00	4,750.00	Equipment
6/1/12-Dept Equip	40,000.00	0.00	10,000.00	30,000.00	1,300.00	Equipment
6/1/12-Equip DPW	160,000.00	0.00	30,000.00	130,000.00	5,550.00	Equipment
6/1/12-Equip DPW	120,000.00	0.00	20,000.00	100,000.00	4,200.00	Equipment
6/1/12-Equip DPW	105,000.00	0.00	20,000.00	85,000.00	3,600.00	Equipment
6/1/12-Equip DPW	50,000.00	0.00	10,000.00	40,000.00	1,700.00	Equipment
6/1/12-Equip DPW	110,000.00	0.00	20,000.00	90,000.00	3,800.00	Equipment
6/1/12-Equip DPW	60,000.00	0.00	10,000.00	50,000.00	2,100.00	Equipment
6/1/12-Equip Senior Citizens	100,000.00	0.00	20,000.00	80,000.00	3,450.00	Equipment

6/1/12-Equipment	60,000.00	0.00	10,000.00	50,000.00	2,100.00	Equipment
6/1/12-Senior Center Building	1,060,000.00	0.00	90,000.00	970,000.00	31,725.00	Buildings
6/1/12-School Remodel	170,000.00	0.00	30,000.00	140,000.00	5,900.00	School Building
6/1/12-School Remodel	75,000.00	0.00	15,000.00	60,000.00	2,550.00	School Building
6/1/12-Building Remodel DPW	80,000.00	0.00	15,000.00	65,000.00	2,750.00	Buildings
6/1/12-Public Way	80,000.00	0.00	20,000.00	60,000.00	2,600.00	Other
6/1/12-Building Remodel	130,000.00	0.00	25,000.00	105,000.00	4,500.00	Buildings
6/1/12-Outdoor Rec Facility	60,000.00	0.00	15,000.00	45,000.00	1,950.00	Other
6/1/12-School Remodel	185,000.00	0.00	35,000.00	150,000.00	6,450.00	School Building
6/1/12-School - Public Way	60,000.00	0.00	15,000.00	45,000.00	1,950.00	School Other
6/1/12-Building Remodel	710,000.00	0.00	80,000.00	630,000.00	23,000.00	Buildings
6/1/12-Building Remodel DPW	55,000.00	0.00	10,000.00	45,000.00	1,900.00	Buildings
6/1/12-Building Remodel-Sewer	450,000.00	0.00	50,000.00	400,000.00	14,500.00	Sewer
6/1/12-Sewer	67,000.00	0.00	14,000.00	53,000.00	1,980.00	Sewer
6/1/12-Building Construction	1,911,000.00	0.00	496,000.00	1,415,000.00	51,940.00	Buildings
6/1/2012-Building Add-Library	478,000.00	0.00	124,000.00	354,000.00	13,000.00	Buildings
6/1/12-Sewer	171,000.00	0.00	33,000.00	138,000.00	5,190.00	Sewer
6/1/12-Sewer	226,000.00	0.00	38,000.00	188,000.00	7,140.00	Sewer
6/1/12-Building Construction	2,352,000.00	0.00	498,000.00	1,854,000.00	69,540.00	Buildings
6/1/12-Sewer	294,000.00	0.00	40,000.00	254,000.00	9,800.00	Sewer
6/11/12-Sewer	157,476.00	0.00	39,369.00	118,107.00	0.00	Sewer
6/5/13-Sewer	1,650,000.00	0.00	110,000.00	1,540,000.00	44,046.00	Sewer
6/5/13-Building Construction	250,000.00	0.00	25,000.00	225,000.00	7,104.00	Buildings
6/5/13-School Building	150,000.00	0.00	15,000.00	135,000.00	4,262.00	School Building
6/5/13-Equip DPW	62,000.00	0.00	17,000.00	45,000.00	1,498.00	Equipment
6/5/13-Equip DPW	62,000.00	0.00	17,000.00	45,000.00	1,498.00	Equipment
6/5/13-Equip DPW	110,000.00	0.00	25,000.00	85,000.00	2,756.00	Equipment
6/5/13-Equip DPW	170,000.00	0.00	35,000.00	135,000.00	4,349.00	Equipment
6/5/13-Equip DPW	232,000.00	0.00	52,000.00	180,000.00	5,933.00	Equipment
6/5/13-Equip Police	85,000.00	0.00	20,000.00	65,000.00	2,110.00	Equipment
6/5/13-Equip School	600,000.00	0.00	300,000.00	300,000.00	10,333.00	School Other
6/5/13-Equip	900,000.00	0.00	130,000.00	770,000.00	25,403.00	Equipment
6/5/13-Engineering DPW	250,000.00	0.00	25,000.00	225,000.00	7,104.00	Other

6/5/13-Engineering DPW	250,000.00	0.00	25,000.00	225,000.00	7,104.00	Other
6/5/13 Sewer	170,000.00	0.00	20,000.00	150,000.00	4,994.00	Sewer
6/5/13 Sewer	95,000.00	0.00	15,000.00	80,000.00	2,756.00	Sewer
3/3/14 Sewer MWRA	0.00	755,700.00	0.00	755,700.00	0.00	Sewer
6/18/14-Recycle Totes-Equip	0.00	428,000.00	0.00	428,000.00	0.00	Equipment
6/18/14-Equipment-H-51	0.00	230,000.00	0.00	230,000.00	0.00	Equipment
6/18/14-Equipment-H-48	0.00	190,000.00	0.00	190,000.00	0.00	Equipment
6/18/14-Outdoor Rec Facility-BH	0.00	175,000.00	0.00	175,000.00	0.00	Other
6/18/14-Building Remodel	0.00	230,000.00	0.00	230,000.00		Buildings
6/18/14-Roads	0.00	300,000.00	0.00	300,000.00	0.00	Other
6/18/14-Retaining Wall	0.00	455,000.00	0.00	455,000.00	0.00	Other
6/18/14-Field Fence	0.00	140,750.00	0.00	140,750.00	0.00	Other
6/18/14-Memorial Lights	0.00	125,000.00	0.00	125,000.00	0.00	Buildings
6/18/14-[[Lane Park	0.00	110,000.00	0.00	110,000.00	0.00	Other
6/18/14-Memorial Boiler	0.00	400,000.00	0.00	400,000.00	0.00	Buildings
6/18/14-Police HVAC	0.00	125,000.00	0.00	125,000.00	0.00	Buildings
6/18/14-Engine #5 Replace	0.00	520,000.00	0.00	520,000.00	0.00	Equipment
6/18/14-Trash Packers	0.00	275,000.00	0.00	275,000.00	0.00	Equipment
6/18/14-Sweeper	0.00	185,000.00	0.00	185,000.00	0.00	Equipment
6/18/14-Cole Field	0.00	400,000.00	0.00	400,000.00	0.00	Other
6/18/14-Johnson Windows	0.00	175,000.00	0.00	175,000.00	0.00	School Building
6/18/14-Speen St Sewer	0.00	180,000.00	0.00	180,000.00	0.00	Sewer
6/18/14-Backhoe-Sewer	0.00	135,000.00	0.00	135,000.00	0.00	Equipment
6/18/14-Dump Truck	0.00	220,000.00	0.00	220,000.00	0.00	Equipment
6/18/14-Springvale Energy	0.00	150,000.00	0.00	150,000.00	0.00	Other
6/18/14-Golf Carts	0.00	117,000.00	0.00	117,000.00	0.00	Equipment
6/18/14-Sch Const Refunded 4/15/04	0.00	0.00	4,900,000.00	(4,900,000.00)	0.00	School Building
6/18/14-Sch Const Refunding	0.00	4,600,000.00	0.00	4,600,000.00	0.00	School Building
6/18/14-Sch Design Refunded 4/15/04	0.00	0.00	650,000.00	(650,000.00)		School Building
6/18/14-Sch Design Refunding	0.00	615,000.00	0.00	615,000.00		School Building
TOTAL	38,740,930.00	11,236,450.00	11,166,346.00	38,811,034.00	1,318,868.00	
Must equal					page 1 subtotal	

Long Term Debt Outside the Debt Limit Report by Issuance		Outstanding July 1, 2013	+ New Debt Issued	- Retirements	= Outstanding June 30, 2014	Interest Paid in FY2014
9/28/01-Septic System		53,455.00	0.00	7,735.00	45,720.00	2,765.00 Other
9/1/2003-Fuel Storage		8,750.00	0.00	8,750.00	0.00	175.00 Other
9/1/2003-Fuel Storage		43,750.00	0.00	43,750.00	0.00	875.00 other
4/15/04-Water Meters		35,000.00	0.00	35,000.00	0.00	1,400.00 Water
7/1/04-Septic System		51,258.00	0.00	5,102.00	46,156.00	2,454.00 Other
10/26/2006 Water Treatment Fac		3,573,490.00	0.00	243,023.00	3,330,467.00	163,584.00 Water
3/15/2008 Water Treatment Fac		75,000.00	0.00	25,000.00	50,000.00	2,600.00 Water
3/15/08-Fuel Storage		80,000.00	0.00	40,000.00	40,000.00	2,700.00 Other
3/15/08-Landfill Close Out		25,000.00	0.00	10,000.00	15,000.00	850.00 Solid Waste
8/15/08-Water Mains Lining		1,500,000.00	0.00	300,000.00	1,200,000.00	56,250.00 Water
3/18/09-Septic System		120,000.00	0.00	7,500.00	112,500.00	0.00 Other
6/15/10-Water Mains Lining		420,000.00	0.00	60,000.00	360,000.00	12,150.00 Water
6/15/10-Well		175,000.00	0.00	25,000.00	150,000.00	5,062.00 Water
6/15/10-Water Dept Equip		350,000.00	0.00	50,000.00	300,000.00	10,125.00 Water
6/15/11-Water Mains Lining		690,000.00	0.00	55,000.00	635,000.00	22,975.00 Water
6/15/11-School Project		34,650,000.00	0.00	1,925,000.00	32,725,000.00	1,217,562.00 School Buildings
6/15/11-School Project		65,000.00	0.00	25,000.00	40,000.00	2,350.00 School Buildings
6/15/11-School Project		845,000.00	0.00	50,000.00	795,000.00	29,662.00 School Buildings
6/15/2011-School Project		460,000.00	0.00	30,000.00	430,000.00	16,113.00 School Buildings
6/1/12-Water Dept Equip		120,000.00	0.00	30,000.00	90,000.00	3,900.00 Water
6/1/12-Well		270,000.00	0.00	30,000.00	240,000.00	8,700.00 Water
6/1/12-Water Dept Equip		230,000.00	0.00	30,000.00	200,000.00	7,400.00 Water
6/1/12-Water Treatment Fac		327,000.00	0.00	74,000.00	253,000.00	9,560.00 Water
6/1/12-Landfill Close Out		686,000.00	0.00	146,000.00	540,000.00	20,220.00 Solid Waste
6/1/12-School Project		531,000.00	0.00	141,000.00	390,000.00	14,550.00 School Buildings
6/1/12-Water		161,000.00	0.00	28,000.00	133,000.00	5,040.00 Water
6/1/12-Landfill Close Out		1,000,000.00	0.00	153,000.00	847,000.00	32,390.00 Solid Waste
6/1/12-School Project		1,047,000.00	0.00	231,000.00	816,000.00	30,890.00 School Buildings
6/1/12-Water		184,000.00	0.00	24,000.00	160,000.00	6,160.00 Water
6/5/13-Well		300,000.00	0.00	30,000.00	270,000.00	8,525.00 Water

TOWN OF NATICK
Statement of Free Cash
Free Cash Usage
Fiscal Year 2014

Certified Amount July 1, 2013	6,827,707.00
Uses:	
Fall 2013 Town Meeting	
Article 13B FY14 Omnibus Budget - Various Sections	437,614.00
Article 15 Operational Stabilization	856,633.00
Article 16 Capital Stabilization	2,334,123.00
Spring 2014 Town Meeting	
Article 1 Kathleen McDaniel Educational Trust	100,000.00
Article 18 Homeless Student Transportation Subsidy	233,000.00
Article 23G FY14 Omnibus Budget - Shared Expenses	1,500,000.00
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Total Uses:	5,461,370.00
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Closed to Fund Balance June 30, 2014	1,366,337.00

REVENUES COLLECTED IN MAJOR FUNDS FISCAL YEAR 2014

GENERAL FUND

ACCOUNT	ACCOUNT DESCRIPTION	REVENUE
0001-146-1-0000-000-00-4110-00-411008-	PERSONAL PROPERTY TAX 2008	56.86
0001-146-1-0000-000-00-4110-00-411009-	PERSONAL PROPERTY TAX 2009	1,413.44
0001-146-1-0000-000-00-4110-00-411010-	PERSONAL PROPERTY TAX 2010	155.32
0001-146-1-0000-000-00-4110-00-411011-	PERSONAL PROPERTY TAX 2011	197.35
0001-146-1-0000-000-00-4110-00-411012-	PERSONAL PROPERTY FY12	1,750.17
0001-146-1-0000-000-00-4110-00-411013-	PERSONAL PROPERTY TAX FY13	(10,419.57)
0001-146-1-0000-000-00-4110-00-411014-	PERSONAL PROP 2014	1,695,249.90
0001-146-1-0000-000-00-4110-00-411999-	PERSONAL PROPERTY PRIOR YRS	167.20
TOTAL PERSONAL PROPERTY TAX		1,688,570.67
0001-146-1-0000-000-00-4120-00-412008-	REAL ESTATE TAX 2008	1,779.88
0001-146-1-0000-000-00-4120-00-412009-	REAL ESTATE TAX 2009	3,835.34
0001-146-1-0000-000-00-4120-00-412010-	REAL ESTATE TAX 2010	9,573.23
0001-146-1-0000-000-00-4120-00-412011-	REAL ESTATE TAX 2011	76,125.86
0001-146-1-0000-000-00-4120-00-412012-	REAL ESTATE TAX FY12	7,331.20
0001-146-1-0000-000-00-4120-00-412013-	REAL ESTATE TAX FY13	1,103,532.21
0001-146-1-0000-000-00-4120-00-412014-	RE TAX 2014	89,993,813.27
0001-146-1-0000-000-00-4120-00-412098-	REAL ESTATE TAX PRIOR YRS	(13,830.64)
0001-146-1-0000-000-00-4120-00-412111-	PROFORMA REAL ESTATE TAX	10,617.78
0001-146-1-0000-000-00-4131-00-414000-	RECOVERED REAL ESTATE TAX	179.78
0001-146-1-0000-000-00-4220-00-422000-	TX PER CH59 SEC D OCCUPNCY PER	224,067.52
TOTAL REAL ESTATE TAX		91,417,025.43
0001-146-1-0000-000-00-4150-00-415008-	MOTOR VEHICLE TAX 2008	179.88
0001-146-1-0000-000-00-4150-00-415009-	MOTOR VEHICLE TAX 2009	1,598.57
0001-146-1-0000-000-00-4150-00-415010-	MOTOR VEHICLE TAX 2010	2,219.89
0001-146-1-0000-000-00-4150-00-415011-	MOTOR VEHICLE TAX 2011	7,893.18
0001-146-1-0000-000-00-4150-00-415012-	MOTOR VEHICLE EXCISE FY12	38,541.95
0001-146-1-0000-000-00-4150-00-415013-	MOTOR VEHICLE EXCISE FY13	751,326.75
0001-146-1-0000-000-00-4150-00-415014-	MV EXCISE 2014	4,136,499.29
0001-146-1-0000-000-00-4150-00-415999-	MOTOR VEHICLE PRIOR YRS	(3,756.16)
0001-146-1-0000-000-00-4162-00-416200-	RECOVERY EXCISE	712.82
TOTAL MOTOR VEHICLE EXCISE		4,935,216.17
0001-146-1-0000-000-00-4170-00-417000-	PENALTIES ON TAXES & EXCISE	66,220.48
0001-146-1-0000-000-00-4170-00-417100-	INTEREST ON TAXES	346,062.19
0001-146-1-0000-000-00-4170-00-417200-	INTEREST ON MOTOR VEHICLE	28,261.51
0001-146-1-0000-000-00-4170-00-417300-	INTEREST & PENALTIES TAX TITLE	30,373.00
0001-146-1-0000-000-00-4170-00-417400-	INTEREST ON BETTERMENTS	1,828.97
0001-146-1-0000-000-00-4170-00-417600-	INTEREST BOAT EXCISE	522.64
0001-146-1-0000-000-00-4170-00-437110-	CH 38D INVENTORY FILING PENALT	22,325.00
TOTAL PENALTIES & INTEREST ON TAXES		495,593.79
0001-146-1-0000-000-00-4180-00-418100-	IN LIEU TAX MA MORSE HLTHCARE	19,256.15
0001-146-1-0000-000-00-4180-00-418200-	IN LIEU TAX HOUSING AUTHORITY	12,315.35
0001-146-1-0000-000-00-4180-00-418400-	IN LIEU TAX TCAN NATICK ARTS	3,578.68
TOTAL IN LIEU OF TAX PAYMENTS		35,150.18
0001-146-1-0000-000-00-4160-00-416012-	BOAT EXCISE FY12	(36.35)
0001-146-1-0000-000-00-4160-00-416013-	BOAT EXCISE FY13	150.00
0001-146-1-0000-000-00-4160-00-416014-	BOAT EXCISE FY14	3,168.63
0001-146-1-0000-000-00-4190-00-419100-	OTHER TAXES HOTEL/MOTEL	1,355,091.88
0001-146-1-0000-000-00-4190-00-467500-	MEALS-LOCAL AID	852,878.89
TOTAL OTHER TAXES		2,211,253.05
0001-134-1-0000-000-00-4320-00-432066-	REGISTRATION FEES-REC PRGRMS	24,000.00
0001-134-1-0000-000-00-4320-00-432071-	FARM ASSISTANT SALARY	159,080.69
TOTAL RECREATION REVENUE		183,080.69
0001-220-2-0000-000-00-4320-00-432017-	AMBULANCE SERVICE FEES	1,551,133.60
TOTAL AMBULANCE CHARGES		1,551,133.60
0001-146-1-0000-000-00-4360-00-436003-	COLE CENTRE RENTAL	13,824.00
0001-146-1-0000-000-00-4360-00-436515-	RIVERBEND SCHOOL	29,791.63
TOTAL RENTALS		43,615.63

0001-123-1-0000-000-00-4320-00-432013-	CABLE FRANCHISE FEES	2,571.00
0001-123-1-0000-000-00-4320-00-432022-	SELECT MISC FEES	177.60
0001-141-1-0000-000-00-4320-00-432001-	ASSESSOR COPIES OF RECORDS	2,011.50
0001-145-1-0000-000-00-4320-00-432015-	RETURN CHECK FEES	650.00
0001-146-1-0000-000-00-4320-00-432065-	SENTINEL BENEFIT FORFEITURES	1,544.78
0001-146-1-0000-000-00-4370-00-437100-	MUNICIPAL LIEN CERTIFICATES	104,855.00
0001-146-1-0000-000-00-4370-00-437144-	DEMAND RESPONSE	655.53
0001-146-1-0000-000-00-4450-00-445000-	SENIOR CITZNS PARKING PERMITS	2,032.00
0001-161-1-0000-000-00-4320-00-432002-	TN CLERK DOG LICENSE FEES	36,745.00
0001-161-1-0000-000-00-4320-00-432003-	TN CLERK ANIMAL BYLAW VIOLAT	25.00
0001-161-1-0000-000-00-4320-00-432018-	TN CLERK HISTORIC SYSRICT FEE	280.00
0001-161-1-0000-000-00-4320-00-432019-	TN CLERK ZBA FILING FEES	13,445.00
0001-161-1-0000-000-00-4370-00-437010-	TN CLERK BUSINESS CERTIFICATE	13,160.00
0001-161-1-0000-000-00-4370-00-437020-	TN CLERK BIRTH CERTIFICATE	14,841.00
0001-161-1-0000-000-00-4370-00-437025-	TN CLERK DEATH CERTIFICATE	17,860.00
0001-161-1-0000-000-00-4370-00-437035-	TN CLERK MARRIAGE INTENTIONS	4,825.00
0001-161-1-0000-000-00-4810-00-481001-	TN CLERK SALE RESIDENT BOOKS	1,050.00
0001-180-1-0000-000-00-4320-00-432014-	PLANNING BOARD FEES	26,250.00
0001-180-1-0000-000-00-4320-00-432023-	SEALER WEIGHTS MEASURER FEES	6,479.00
0001-180-1-0000-000-00-4320-00-432025-	COMM DEV COMMUTER PARKING	70,239.50
0001-180-1-0000-000-00-4370-00-437000-	COMM DEV ANR PLANS	1,800.00
0001-180-1-0000-000-00-4370-00-437001-	COMM DEV BOOKS/MAPS/BYLAWS	289.50
0001-180-1-0000-000-00-4370-00-437003-	COMM DEV PARKING STICKERS	95,897.00
0001-180-1-0000-000-00-4370-00-437004-	COMM DEV PERMIT RESEARCH	391.00
0001-180-1-0000-000-00-4370-00-437005-	COMM DEV DESIGN REVIEW BD	300.00
0001-210-2-0000-000-00-4320-00-432016-	POLICE REPORT FEES	5,666.16
0001-210-2-0000-000-00-4320-00-432012-	POLICE SOLICITOR FEES	290.00
0001-210-2-0000-000-00-4320-00-432070-	RMV FEES	19,440.00
0001-210-2-0000-000-00-4370-00-437056-	POLICE FIREARM ID'S	6,962.50
0001-220-2-0000-000-00-4320-00-432020-	POLICE SPECIAL DUTY S/CHGS	74,817.88
0001-220-2-0000-000-00-4320-00-432033-	FIRE ALARM BOX ANNUAL FEE	61,600.00
0001-220-2-0000-000-00-4320-00-432034-	FIRE MASS PIKE ASSISTANCE	3,000.00
0001-220-2-0000-000-00-4320-00-432035-	FIRE REPORT COPIES	227.00
0001-300-3-0000-000-00-4320-00-432063-	FIRE SPECIAL DUTY S/CHARGES	7,450.00
0001-300-3-0000-000-00-4320-00-432064-	SCHOOL HLTH REIMBURSEMENTS	129,129.70
0001-420-4-0000-000-00-4320-00-432040-	SCHOOL MEDICARE REIMBURSEME	48,640.16
0001-420-4-0000-000-00-4320-00-432041-	PUB WKS MAPS	104.00
0001-420-4-0000-000-00-4320-00-432044-	PUB WKS RECYCLING BINS	12,466.00
0001-420-4-0000-000-00-4320-00-432044-	PUB WKS RECYCLED METAL	34,740.10
0001-420-4-0000-000-00-4320-00-432045-	PUB WKS RECYCLED PAPER	25,163.01
0001-420-4-0000-000-00-4320-00-432061-	RECYCLE OIL PRODUCTS	810.00
0001-512-5-0000-000-00-4320-00-432009-	BD HLTH LATE FEES	415.00
0001-512-5-0000-000-00-4370-00-437015-	BD HLTH UNDERGRND TNK REGIS	2,450.00
0001-512-5-0000-000-00-4370-00-437016-	BD HLTH UNDERGRND TANK CON	900.00
0001-512-5-0000-000-00-4370-00-437055-	BD HLTH UNDERGRND TANK REM	250.00
0001-512-5-0000-000-00-4370-00-437060-	BD HLTH HOUSEHLD HAZARDOUS	900.00
0001-512-5-0000-000-00-4370-00-437065-	BD HLTH PERC TEST/APPLICATION	4,200.00
0001-512-5-0000-000-00-4370-00-437080-	BD HLTH PLAN REVIEW	2,500.00
0001-512-5-0000-000-00-4370-00-437090-	BD HLTH SWIMMING POOL INSTAL	9,300.00
0001-512-5-0000-000-00-4370-00-437130-	BD HEALTH RUBBISH CONTRACTOI	1,400.00
0001-610-6-0000-000-00-4370-00-437146-	LIBRARY SALE HISTORY BOOKS	(14,286.85)
0001-630-6-0000-000-00-4370-00-437150-	RECREATION LIGHTS REIMBURSEM	1,483.04
0001-800-8-0000-000-00-4680-00-468098-	ABANDONED PROPERTY STATE	1,164.54

TOTAL OTHER DEPARTMENTAL REVENUE		859,556.65
0001-123-1-0000-000-00-4450-00-445011-	SELECT BILLARD LICENSE	40.00
0001-123-1-0000-000-00-4450-00-445012-	SELECT CLASS I LICENSE	1,000.00
0001-123-1-0000-000-00-4450-00-445013-	SELECT CLASS II LICENSE	2,050.00
0001-123-1-0000-000-00-4450-00-445014-	SELECT CLASS III LICENSE	300.00
0001-123-1-0000-000-00-4450-00-445015-	SELECT COMMON VICTUALLER LIC	6,900.00
0001-123-1-0000-000-00-4450-00-445016-	SELECT DAILY ENTERTAINMENT L	825.00
0001-123-1-0000-000-00-4450-00-445017-	SELECT SUNDAY ENTERTAINMNT I	1,000.00
0001-123-1-0000-000-00-4450-00-445019-	SELECT JUNK COLLECTOR LICENSE	400.00
0001-123-1-0000-000-00-4450-00-445020-	SELECT INN HOLDERS LICENSE	150.00
0001-123-1-0000-000-00-4450-00-445021-	SELECT TAXI CAB LICENSE	520.00
0001-123-1-0000-000-00-4450-00-445026-	ALCOHOLIC BEVERAGE LICENSE	108,875.00
0001-123-1-0000-000-00-4450-00-445027-	SELECT AUTOMATIC AMUSEMENT J	3,290.00
0001-123-1-0000-000-00-4450-00-445029-	SELECT MISCELLANEOUS LICENSE	52.00
0001-161-1-0000-000-00-4450-00-445001-	TN CLERK POLICE WATER BAN FIN	600.00
0001-161-1-0000-000-00-4450-00-445003-	TN CLERK MARRIAGE LICENSE	5,610.00
0001-161-1-0000-000-00-4450-00-445074-	TN CLERK BAZZAR PERMIT	375.00
0001-180-1-0000-000-00-4370-00-437007-	TN CLERK GASOLINE STORAGE PEI	935.00
0001-180-1-0000-000-00-4370-00-437008-	BLDG DEPT ALTERATIONS	580,493.20
0001-180-1-0000-000-00-4370-00-437008-	BLDG DEPT NEW BUILDINGS	200,880.00
0001-180-1-0000-000-00-4370-00-437009-	BLDG DEPT CERT OF INSPECTION	3,965.00
0001-180-1-0000-000-00-4370-00-437011-	BLDG DEPT REINSECTIONS	440.00
0001-180-1-0000-000-00-4457-00-445701-	BLDG DEPT ELECTRICAL PERMIT	156,582.00
0001-180-1-0000-000-00-4457-00-445702-	BLDG DEPT GAS PERMIT	22,972.00
0001-180-1-0000-000-00-4457-00-445703-	BLDG DEPT PLUMBING PERMIT	40,614.00

0001-180-1-0000-000-00-4457-00-445723-	BLDG DEPT CERT OF OCCUPANCY	3,188.00
0001-210-2-0000-000-00-4360-00-436070-	POLICE ALARM VIOLATION	7,100.00
0001-210-2-0000-000-00-4450-00-445719-	POLICE WORK PERMITS	40.00
0001-220-2-0000-000-00-4450-00-445706-	FIRE VARIOUS PERMITS	54,600.00
0001-420-4-0000-000-00-4450-00-445732-	PUB WKS HYDRANT USE PERMIT	1,936.60
0001-420-4-0000-000-00-4450-00-445733-	PUB WKS SEWER PERMITS	15,200.00
0001-420-4-0000-000-00-4450-00-445734-	PUB WKS STREET OPENING PERMIT	61,005.00
0001-420-4-0000-000-00-4450-00-445735-	PUB WKS WATER METER PERMIT	2,000.00
0001-420-4-0000-000-00-4450-00-445736-	PUB WKS WATER PERMITS	8,675.00
0001-512-5-0000-000-00-4450-00-445004-	BD HLTH DAY CAMP LICENSE	50.00
0001-512-5-0000-000-00-4450-00-445005-	BD HLTH FROZEN DESERT LICENSI	850.00
0001-512-5-0000-000-00-4450-00-445007-	BD HLTH MILK/CREAM LICENSE	1,760.00
0001-512-5-0000-000-00-4450-00-445008-	BD HLTH MOTEL LICENSE	550.00
0001-512-5-0000-000-00-4450-00-445009-	BD HLTH TANNING LICENSE	900.00
0001-512-5-0000-000-00-4450-00-445707-	BD HLTH BAKERY PERMIT	2,100.00
0001-512-5-0000-000-00-4450-00-445708-	BD HLTH BEE PERMIT	240.00
0001-512-5-0000-000-00-4450-00-445710-	BD HLTH CAMP PERMIT	850.00
0001-512-5-0000-000-00-4450-00-445711-	BD HLTH CATERING PERMIT	2,400.00
0001-512-5-0000-000-00-4450-00-445712-	BD HLTH CHEMICAL TOILET PERM	150.00
0001-512-5-0000-000-00-4450-00-445713-	BD HLTH FOOD ESTABLISHMNT PE	108,833.75
0001-512-5-0000-000-00-4450-00-445715-	BD HLTH FOOD SERVICE PLAN	950.00
0001-512-5-0000-000-00-4450-00-445719-	BD HLTH LIVE STOCK PERMIT	1,900.00
0001-512-5-0000-000-00-4450-00-445721-	BD HLTH METHYL ALCOHOL PERM	180.00
0001-512-5-0000-000-00-4450-00-445722-	BD HLTH MOBILE FOOD SERVER	260.00
0001-512-5-0000-000-00-4450-00-445723-	BD HLTH OCCUPANCY INSPECTION	41,685.00
0001-512-5-0000-000-00-4450-00-445724-	BD HLTH SEPTAGE HAULER PERMIT	7,475.00
0001-512-5-0000-000-00-4450-00-445725-	BD HLTH SEPTIC INSTALLER PERM	4,550.00
0001-512-5-0000-000-00-4450-00-445726-	BD HLTH SEPTIC SYSTEM PERMIT	8,550.00
0001-512-5-0000-000-00-4450-00-445727-	BD HLTH SWIMMING POOL PERMIT	5,500.00
0001-512-5-0000-000-00-4450-00-445728-	BD HLTH TOBACCO PERMIT	2,400.00
TOTAL LICENSES & PERMITS		1,484,746.55
0001-800-8-0000-000-00-4610-00-461001-	STATE OWNED LAND	112,366.00
0001-800-8-0000-000-00-4610-00-461002-	ABATEMENTS TO VETERANS	103,639.00
0001-800-8-0000-000-00-4620-00-462001-	SCHOOL AID CHAPTER 70	8,312,752.00
0001-800-8-0000-000-00-4620-00-462007-	CHARTER SCHOOL TUITIONS	84,444.00
0001-800-8-0000-000-00-4660-00-466000-	UNRESTRICTED GENERAL GOVMT	3,299,298.00
0001-800-8-0000-000-00-4660-00-466015-	VETERANS BENEFITS	158,292.00
0001-800-8-0000-000-00-4680-00-468010-	MUNICIPAL MEDICAD REIMBURSE	100,000.00
TOTAL STATE AID		12,170,791.00
0001-146-1-0000-000-00-4170-00-417405-	C/S/S BETTERMENT COMM INTERE	6,884.06
0001-146-1-0000-000-00-4190-00-419560-	APPORT CURB/ST/SWLK BETTERME	4,647.73
TOTAL SPECIAL ASSESSMENTS		11,531.79
0001-146-1-0000-000-00-4370-00-437141-	POLICE RESTITUTION	150.00
0001-146-1-0000-000-00-4770-00-477003-	DISTRICT COURT FINES	101,867.25
0001-146-1-0000-000-00-4770-00-477004-	PARKING FINES	112,198.70
0001-146-1-0000-000-00-4770-00-477005-	AUTO LEASE SURCHARGES	14,859.00
0001-161-1-0000-000-00-4770-00-477010-	TN CLERK BD HEALTH FINES	900.00
0001-512-5-0000-000-00-4370-00-477010-	TN CLERK BD HEALTH FINES	1,350.00
TOTAL FINES & FORFEITS		231,324.95

0001-145-1-0000-000-00-4820-00-482000-	INTEREST EARNED INVESTMENTS	39,930.32
0001-145-1-0000-000-00-4820-00-482200-	INTEREST EARNED MONEY MARKE	64,153.20
TOTAL INVESTMENT INCOME		104,083.52
0001-146-1-0000-000-00-4320-00-432000-	PAYT FEES	895,803.62
0001-420-4-0000-000-00-4250-00-425100-	BULKY WASTE PICKUP	91,991.00
TOTAL TRASH FEES		987,794.62
0001-146-1-0000-000-00-4840-00-484000-	MISCELLANEOUS RECURRING	2,167.01
0001-146-1-0000-000-00-4845-00-431300-	TOWN DEPTS MISC INCOME	404.70
0001-146-1-0000-000-00-4845-00-484005-	PENSION REIMBURSEMENT COLA	4,989.84
0001-180-1-0000-000-00-4840-00-484000-	MISCELLANEOUS RECURRING	26.00
0001-210-2-0000-000-00-4840-00-484000-	MISCELLANEOUS RECURRING	430.00
0001-420-4-0000-000-00-4840-00-484000-	MISCELLANEOUS RECURRING	290.35
TOTAL MISCELLANEOUS RECURRING		8,307.90
0001-146-1-0000-000-00-4140-00-414200-	TAX TITLES	67,099.88
0001-146-1-0000-000-00-4800-00-480000-	MISCELLANEOUS NON-RECURRING	63,721.02
0001-146-1-0000-000-00-4930-00-493000-	PREMIUM - BOND ISSUE	407,560.96
TOTAL MISCELLANEOUS NON-RECURRING		538,381.86
0001-990-9-0000-000-00-4970-00-497000-	TRANSFERS FROM OTHER FUNDS	1,016,688.00
TOTAL TRANSFERS IN FROM OTHER FUNDS		1,016,688.00
0001-990-9-0000-000-00-4970-00-497005-	TRANS FROM GOLF - INDIRECTS	32,246.00
0001-990-9-0000-000-00-4970-00-497006-	TRANS FROM W/S - INDIRECTS	2,323,579.00
TOTAL TRANSFERS OF INDIRECTS FROM ENTERPRISE		2,355,825.00
	TOTAL GENERAL FUND REVENUES	122,329,671.05
<u>SASSAMON TRACE GOLF COURSE</u>		
6000-632-6-0000-000-00-4320-00-432410-	BEVERAGES GOLF COURSE	10,896.40
6000-632-6-0000-000-00-4320-00-432415-	FOOD-GOLF COURSE	6,295.41
6000-632-6-0000-000-00-4320-00-432420-	PRO SHOP MERCHANDISE	18,026.18
6000-632-6-0000-000-00-4320-00-432425-	GOLF INSTRUCTION	7,375.87
6000-632-6-0000-000-00-4320-00-432430-	GIFT CERTIFICATES	700.43
6000-632-6-0000-000-00-4320-00-432435-	SEASON TICKET SALES	120,304.50
6000-632-6-0000-000-00-4320-00-432500-	MASS SALES TAX	5,864.75
6000-632-6-0000-000-00-4320-00-432400-	CART RENTALS	79,744.10
6000-632-6-0000-000-00-4320-00-432405-	GREEN FEES	366,737.64
6000-632-6-0000-000-00-4320-00-432450-	GHIN GOLF SVS	4,228.02
6000-632-6-0000-000-00-4320-00-432465-	GOLF - CASH OVER/UNDER	23.37
6000-632-6-0000-000-00-4320-00-432475-	SHOP CREDITS	2,980.48
TOTAL GOLF COURSE FEES		623,177.15
6000-632-6-0000-000-00-4930-00-493000-	PREMIUM - BOND ISSUE	9,935.70
TOTAL MISCELLANEOUS REVENUE		9,935.70
6000-632-6-0000-000-00-4970-00-497000-	TRANSFERS IN	312,246.00
TOTAL SUBSIDY FROM GENERAL FUND		312,246.00
	TOTAL GOLF COURSE REVENUES	945,358.85

WATER/SEWER ENTERPRISE

6500-445-4-0000-000-00-0000-00-400400-	USER CHARGES SEWER	7,508,558.54
6500-446-4-0000-000-00-0000-00-424200-	WATER USER CHARGES	4,820,473.87
6500-446-4-0000-000-00-0000-00-424000-	REVENUE WATER FLAT CHARGES	69,373.82

TOTAL USER CHARGES		12,398,406.23
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6500-445-4-0000-000-00-0000-00-478200-	SEWER ENTRANCE FEES	175,029.50
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TOTAL CONNECTION FEES		175,029.50
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6500-445-4-0000-000-00-0000-00-401012-	U/LIEN A/T SEWER 2012	18,519.03
6500-445-4-0000-000-00-0000-00-401013-	U/LIENS A/T 2013 SEWER	47,222.32
6500-445-4-0000-000-00-0000-00-401014-	U/LIENS A/T 2014	280,295.91
6500-445-4-0000-000-00-0000-00-417420-	UNAPPORT SEWER BETT COMM INT	323.84
6500-446-4-0000-000-00-0000-00-400403-	REVENUE INTEREST ADDED SEWE	42,066.93
6500-446-4-0000-000-00-0000-00-401012-	U/LIEN A/T WATER 2012	8,105.32
6500-446-4-0000-000-00-0000-00-401013-	U/LIENS A/T 2013 WATER	21,805.38
6500-446-4-0000-000-00-0000-00-401014-	U/LIENS A/T 2014	159,456.77
6500-446-4-0000-000-00-0000-00-417700-	INTEREST ADDED WATER	29,669.06
6500-445-4-0000-000-00-0000-00-417410-	INT ON SEWER BETTERMENTS	101,044.37
6500-445-4-0000-000-00-0000-00-475100-	SWR BETTRMT COMM INTEREST	85,682.52
6500-445-4-0000-000-00-0000-00-475200-	UNAPP SEWER BETTERMENT	6,395.84
6500-445-4-0000-000-00-0000-00-475300-	APPORT SEWER BETTERMENT	129,616.88
6500-445-4-0000-000-00-0000-00-401010-	U/LIENS A/T SEWER 2010	30.80
6500-445-4-0000-000-00-0000-00-401011-	U/LIENS A/T SEWER 2011	10,464.44
6500-446-4-0000-000-00-0000-00-401008-	U/LIENS A/T WATER 2008	185.91
6500-446-4-0000-000-00-0000-00-401010-	U/LIENS A/T WATER 2010	16.04
6500-446-4-0000-000-00-0000-00-401011-	U/LIENS A/T WATER 2011	4,480.24
6500-446-4-0000-000-00-0000-00-431300-	WATER/SEWER SURPLUS REV	18,858.50

TOTAL OTHER DEPARTMENTAL REVENUE		964,240.10
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6500-440-4-0000-000-00-0000-00-482000-	INTEREST EARNED INVESTMENTS	7,404.00
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TOTAL INVESTMENT INCOME		7,404.00
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6500-440-4-0000-000-00-0000-40-482300-	INT/PREMIUM BORROWING	137,230.83
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TOTAL MISCELLANEOUS NON-RECURRING INCOME		137,230.83
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TOTAL WATER/SEWER REVENUE	13,682,310.66
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TOTAL REVENUES COLLECTED FISCAL YEAR 2014 ALL MAJOR OPERATING FUNDS	136,957,340.56
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**TOWN OF NATICK
FISCAL YEAR 2014 GENERAL FUND YEAR TO DATE BUDGET REPORT**

	ORIGINAL APPROPRIATION	TRANSFERS ADJUSTMENTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
115 PRINTING TOWN REPORT							
57 OTHER CHARGES & EXP	5,500.00	0.00	5,500.00	3,711.00	0.00	1,789.00	67.50%
TOTAL PRINTING TOWN REPORT	5,500.00	0.00	5,500.00	3,711.00	0.00	1,789.00	67.50%
117 INSURANCE PROPERTY/LIABILITY							
57 OTHER CHARGES & EXP	588,175.00	25,000.00	613,175.00	495,234.47	0.00	117,940.53	80.80%
TOTAL INSURANCE PROPERTY/LIABILITY	588,175.00	25,000.00	613,175.00	495,234.47	0.00	117,940.53	80.80%
123 BOARD OF SELECTMEN/TOWN ADMINISTRATOR							
51 PERSONNEL SERVICES	616,264.00	88,145.00	704,409.00	701,124.24	0.00	3,284.76	99.50%
57 OTHER CHARGES & EXP	484,834.00	(104,798.00)	380,036.00	216,633.91	0.00	163,402.27	57.00%
TOTAL BD SELECTMEN/TN ADMINISTRATOR	1,101,098.00	(16,653.00)	1,084,445.00	917,758.15	0.00	166,687.03	84.60%
131 FINANCE COMMITTEE							
51 PERSONNEL SERVICES	9,000.00	0.00	9,000.00	7,289.66	0.00	1,710.34	81.00%
57 OTHER CHARGES & EXP	13,000.00	0.00	13,000.00	1,611.63	0.00	11,388.37	12.40%
TOTAL FINANCE COMMITTEE	22,000.00	0.00	22,000.00	8,901.29	0.00	13,098.71	40.50%
112 RESERVE FUND							
57 OTHER CHARGES & EXP	300,000.00	(258,000.00)	42,000.00	0.00	0.00	42,000.00	0.00%
TOTAL RESERVE FUND	300,000.00	(258,000.00)	42,000.00	0.00	0.00	42,000.00	0.00%
134 COMPTROLLER							
51 PERSONNEL SERVICES	417,981.00	6,863.00	424,844.00	334,660.35	0.00	90,183.65	78.80%
57 OTHER CHARGES & EXP	28,250.00	71,670.00	99,920.00	84,151.85	0.00	15,768.15	84.20%
TOTAL COMPTROLLER	446,231.00	78,533.00	524,764.00	418,812.20	0.00	105,951.80	79.80%
135 FINANCE DEPARTMENT							
51 PERSONNEL SERVICES	55,212.00	2,621.00	57,833.00	56,813.07	0.00	1,019.93	98.20%
TOTAL FINANCE DEPARTMENT	55,212.00	2,621.00	57,833.00	56,813.07	0.00	1,019.93	98.20%
141 ASSESSORS							
51 PERSONNEL SERVICES	316,462.00	26,679.00	343,141.00	338,678.38	0.00	4,462.62	98.70%
57 OTHER CHARGES & EXP	111,000.00	328,198.00	439,198.00	24,352.58	0.00	414,844.92	5.50%
TOTAL ASSESSORS	427,462.00	354,877.00	782,339.00	363,030.96	0.00	419,307.54	46.40%
145 TREASURER							
51 PERSONNEL SERVICES	106,795.00	0.00	106,795.00	99,559.87	0.00	7,235.13	93.20%
57 OTHER CHARGES & EXP	74,300.00	27,000.00	101,300.00	67,698.81	0.00	33,601.19	66.80%
TOTAL TREASURER	181,095.00	27,000.00	208,095.00	167,258.68	0.00	40,836.32	80.40%
146 COLLECTOR OF REVENUE							
51 PERSONNEL SERVICES	186,820.00	0.00	186,820.00	214,439.39	0.00	(27,619.39)	114.80%
57 OTHER CHARGES & EXP	185,250.00	4,786.00	190,036.00	137,141.21	0.00	52,895.13	72.20%
TOTAL COLLECTOR OF REVENUE	372,070.00	4,786.00	376,856.00	351,580.60	0.00	25,275.74	93.30%

251 NATICK EMERGENCY MANAGEMENT

57	OTHER CHARGES & EXP	30,600.00	0.00	30,600.00	24,332.60	0.00	6,267.40	79.50%
58	CAPITAL OUTLAY	5,000.00	0.00	5,000.00	0.00	0.00	5,000.00	0.00%
TOTAL	NATICK EMERGENCY MANAGEMENT	35,600.00	0.00	35,600.00	24,332.60	0.00	11,267.40	68.40%

300 SCHOOL ADMINISTRATION

51	PERSONNEL SERVICES	4,936,109.00	0.00	4,936,109.00	4,967,646.34	0.00	(31,537.34)	100.60%
57	OTHER CHARGES & EXP	3,420,815.00	680,321.00	4,101,136.00	3,844,014.08	0.00	257,121.61	93.70%
TOTAL	SCHOOL ADMINISTRATION	8,356,924.00	680,321.00	9,037,245.00	8,811,660.42	0.00	225,584.27	97.50%

310 REGULAR EDUCATION

51	PERSONNEL SERVICES	24,103,863.00	0.00	24,103,863.00	24,027,379.33	0.00	76,483.67	99.70%
57	OTHER CHARGES & EXP	2,021,917.00	124,779.00	2,146,696.00	2,214,998.85	0.00	(68,302.82)	103.20%
58	CAPITAL OUTLAY	38,169.00	45,610.00	83,779.00	76,314.05	0.00	7,465.00	91.10%
TOTAL	REGULAR EDUCATION	26,163,949.00	170,389.00	26,334,338.00	26,318,692.23	0.00	15,645.85	99.90%

320 SPECIAL EDUCATION

51	PERSONNEL SERVICES	6,164,645.00	0.00	6,164,645.00	6,354,163.43	0.00	(189,518.43)	103.10%
57	OTHER CHARGES & EXP	5,405,347.00	89,606.00	5,494,953.00	5,286,350.61	0.00	208,602.78	96.20%
58	CAPITAL OUTLAY	0.00	0.00	0.00	2,332.11	0.00	(2,332.11)	0.00%
TOTAL	SPECIAL EDUCATION	11,569,992.00	89,606.00	11,659,598.00	11,642,846.15	0.00	16,752.24	99.90%

330 ENGLISH LANGUAGE LEARNERS

51	PERSONNEL SERVICES	283,027.00	0.00	283,027.00	307,472.81	0.00	(24,445.81)	108.60%
57	OTHER CHARGES & EXP	830.00	0.00	830.00	103.32	0.00	636.68	23.30%
TOTAL	ENGLISH LANGUAGE LEARNERS	283,857.00	0.00	283,857.00	307,666.13	0.00	(23,809.13)	108.40%

350 SCHOOL 504

57	OTHER CHARGES & EXP	162,784.00	7,096.00	169,880.00	109,545.33	0.00	60,334.97	64.50%
58	CAPITAL OUTLAY	5,000.00	0.00	5,000.00	512.56	0.00	4,487.44	10.30%
TOTAL	SCHOOL 504	167,784.00	7,096.00	174,880.00	110,057.89	0.00	64,822.41	62.90%

360 PRESCHOOL

51	PERSONNEL SERVICES	585,713.00	0.00	585,713.00	533,615.15	0.00	52,097.85	91.10%
57	OTHER CHARGES & EXP	17,500.00	101.00	17,601.00	15,477.48	0.00	2,123.31	87.90%
TOTAL	PRESCHOOL	603,213.00	101.00	603,314.00	549,092.63	0.00	54,221.16	91.00%

370 SCHOOL NORTHSTAR

51	PERSONNEL SERVICES	489,816.00	0.00	489,816.00	474,837.60	0.00	14,978.40	96.90%
57	OTHER CHARGES & EXP	5,850.00	0.00	5,850.00	3,247.42	0.00	2,602.58	55.50%
TOTAL	NORTHSTAR	495,666.00	0.00	495,666.00	478,085.02	0.00	17,580.98	96.50%

380 SCHOOL OTHER

51	PERSONNEL SERVICES	120,764.00	0.00	120,764.00	117,112.42	0.00	3,651.58	97.00%
57	OTHER CHARGES & EXP	41,400.00	103.00	41,503.00	35,104.58	0.00	6,398.87	84.60%
TOTAL	SCHOOL OTHER	162,164.00	103.00	162,267.00	152,217.00	0.00	10,050.45	93.80%

390 SCHOOL TECHNOLOGY

51	PERSONNEL SERVICES	1,160,907.00	0.00	1,160,907.00	1,177,637.88	0.00	(16,730.88)	101.40%
57	OTHER CHARGES & EXP	338,914.00	4,000.00	342,914.00	202,834.36	0.00	140,079.64	59.20%
58	CAPITAL OUTLAY	556,154.00	(37,032.00)	519,122.00	589,269.48	0.00	(70,147.78)	113.50%
TOTAL	SCHOOL TECHNOLOGY	2,055,975.00	(33,032.00)	2,022,943.00	1,969,741.72	0.00	53,200.98	97.40%

440 PUBLIC WORKS ENGINEERING						
51	PERSONNEL SERVICES	415,647.00	0.00	415,647.00	401,827.70	13,819.30
57	OTHER CHARGES & EXP	97,050.00	37,184.00	134,234.00	60,829.75	73,403.95
TOTAL PUBLIC WORKS ENGINEERING		512,697.00	37,184.00	549,881.00	462,657.45	87,223.25
442 PUBLIC WORKS - ADMIN						
51	PERSONNEL SERVICES	252,335.00	6,109.00	258,344.00	193,817.23	64,526.77
57	OTHER CHARGES & EXP	47,800.00	1,975.00	49,775.00	35,446.14	14,328.86
TOTAL PUBLIC WORKS - ADMIN		300,035.00	8,084.00	308,119.00	229,263.37	78,855.63
445 PUBLIC WORKS BLDG MAINTENANCE						
57	OTHER CHARGES & EXP	358,400.00	35,796.00	394,196.00	356,577.80	37,618.13
TOTAL PUBLIC WORKS BLDG MAINTENANCE		358,400.00	35,796.00	394,196.00	356,577.80	37,618.13
446 PUBLIC WORKS EQUIP MAINT						
51	PERSONNEL SERVICES	528,299.00	0.00	528,299.00	488,448.22	39,850.78
57	OTHER CHARGES & EXP	293,442.00	323.00	293,765.00	281,217.03	12,548.30
58	CAPITAL OUTLAY	5,000.00	0.00	5,000.00	4,815.03	184.97
TOTAL PUBLIC WORKS EQUIP MAINT		826,741.00	323.00	827,064.00	774,480.28	52,584.05
447 PUBLIC WORKS LFNR						
51	PERSONNEL SERVICES	474,682.00	6,760.00	481,442.00	468,248.03	13,193.97
57	OTHER CHARGES & EXP	256,211.00	30,934.00	287,145.00	284,623.26	2,521.68
TOTAL PUBLIC WORKS LFNR		730,893.00	37,694.00	768,587.00	752,871.29	15,715.65
429 PUB WKS HWY MAINT/SANT/RECYCLE						
51	PERSONNEL SERVICES	1,507,016.00	2,012.00	1,509,028.00	1,547,416.52	(38,386.22)
57	OTHER CHARGES & EXP	1,203,919.00	166,227.00	1,370,146.00	2,030,586.07	(600,440.09)
58	CAPITAL OUTLAY	142,500.00	18,834.00	161,334.00	113,802.41	47,531.67
TOTAL PUB WKS HWY MAINT/SANT/RECYCLE		2,853,435.00	187,073.00	3,040,508.00	3,691,805.00	(651,296.64)
450 FACILITIES MANAGEMENT						
51	PERSONNEL SERVICES	2,479,747.00	11,820.00	2,491,567.00	2,412,601.38	78,965.62
57	OTHER CHARGES & EXP	110,634.00	6,500.00	117,134.00	110,634.00	6,500.00
TOTAL FACILITIES MANAGEMENT		2,590,381.00	18,320.00	2,608,701.00	2,523,235.38	85,465.62
512 BOARD OF HEALTH						
51	PERSONNEL SERVICES	395,186.00	11,467.00	406,653.00	390,566.10	16,086.90
57	OTHER CHARGES & EXP	49,950.00	2,737.00	52,687.00	34,739.15	17,947.87
TOTAL BOARD OF HEALTH		445,136.00	14,204.00	459,340.00	425,305.25	34,034.77
540 COMMUNITY SERVICES ADMIN						
51	PERSONNEL SERVICES	117,174.00	0.00	117,174.00	100,384.52	16,789.48
57	OTHER CHARGES & EXP	2,280.00	0.00	2,280.00	2,127.41	152.59
TOTAL COMMUNITY SERVICES ADMIN		119,454.00	0.00	119,454.00	102,511.93	16,942.07
541 COUNCIL ON AGING						
51	PERSONNEL SERVICES	440,748.00	18,897.00	459,645.00	441,933.53	17,711.47
57	OTHER CHARGES & EXP	43,907.00	918.00	44,825.00	32,739.72	12,085.28
TOTAL COUNCIL ON AGING		484,655.00	19,815.00	504,470.00	474,673.25	29,796.75

543 VETERANS SERVICES								
51	PERSONNEL SERVICES	115,757.00	1,533.00	117,290.00	116,032.26	0.00	1,257.74	98.90%
57	OTHER CHARGES & EXP	254,675.00	6,029.00	260,704.00	253,532.44	0.00	7,171.76	97.20%
TOTAL VETERANS SERVICES		370,432.00	7,562.00	377,994.00	369,564.70	0.00	8,429.50	97.80%
549 COMMISSION ON DISABILITY								
57	OTHER CHARGES & EXP	1,810.00	0.00	1,810.00	351.43	0.00	1,458.57	19.40%
TOTAL COMMISSION ON DISABILITY		1,810.00	0.00	1,810.00	351.43	0.00	1,458.57	19.40%
610 MORSE INSTITUTE LIBRARY								
51	PERSONNEL SERVICES	1,673,870.00	8,732.00	1,682,602.00	1,672,829.31	0.00	9,772.69	99.40%
57	OTHER CHARGES & EXP	291,907.00	0.00	291,907.00	267,925.59	0.00	23,981.41	91.80%
TOTAL MORSE INSTITUTE LIBRARY		1,965,777.00	8,732.00	1,974,509.00	1,940,754.90	0.00	33,754.10	98.30%
615 BACON FREE LIBRARY								
51	PERSONNEL SERVICES	121,033.00	2,999.00	124,032.00	123,531.57	0.00	500.43	99.60%
57	OTHER CHARGES & EXP	18,549.00	0.00	18,549.00	18,161.87	0.00	387.13	97.90%
TOTAL BACON FREE LIBRARY		139,582.00	2,999.00	142,581.00	141,693.44	0.00	887.56	99.40%
630 RECREATION AND PARKS								
51	PERSONNEL SERVICES	508,510.00	11,419.00	519,929.00	519,720.09	0.00	208.91	100.00%
57	OTHER CHARGES & EXP	54,734.00	137.00	54,871.00	48,648.28	0.00	6,222.86	88.70%
TOTAL RECREATION AND PARKS		563,244.00	11,556.00	574,800.00	568,368.37	0.00	6,431.77	98.90%
690 ARTS COUNCIL								
57	OTHER CHARGES & EXP	700.00	0.00	700.00	407.78	0.00	292.22	58.30%
TOTAL ARTS COUNCIL		700.00	0.00	700.00	407.78	0.00	292.22	58.30%
691 HISTORIC COMMISSION								
57	OTHER CHARGES & EXP	1,000.00	0.00	1,000.00	0.00	0.00	1,000.00	0.00%
TOTAL HISTORIC COMMISSION		1,000.00	0.00	1,000.00	0.00	0.00	1,000.00	0.00%
692 HISTORIC DISTRICT COMMISSION								
57	OTHER CHARGES & EXP	550.00	0.00	550.00	462.59	0.00	87.41	84.10%
TOTAL HISTORIC DISTRICT COMMISSION		550.00	0.00	550.00	462.59	0.00	87.41	84.10%
710 INTEREST AND MATURING DEBT								
57	OTHER CHARGES & EXP	57,750.00	96,770.00	154,520.00	111,177.79	0.00	43,342.21	72.00%
58	CAPITAL OUTLAY	10,529,781.00	276,742.00	10,806,523.00	10,794,737.41	0.00	11,785.59	99.90%
TOTAL INTEREST AND MATURING DEBT		10,587,531.00	373,512.00	10,961,043.00	10,905,915.20	0.00	55,127.80	99.50%
800 STATE AND COUNTY CHRGs								
56	INTERGOVERNMENTAL	0.00	0.00	0.00	135.00	0.00	(135.00)	0.00%
57	OTHER CHARGES & EXP	0.00	1,526,412.00	1,526,412.00	1,419,937.00	0.00	106,475.00	93.00%
TOTAL STATE AND COUNTY CHRGs		0.00	1,526,412.00	1,526,412.00	1,420,072.00	0.00	106,340.00	93.00%
910 OTHER EMPLOYEE BENEFITS								
51	PERSONNEL SERVICES	15,361,236.00	(364,921.00)	14,996,315.00	14,402,719.15	0.00	593,595.85	96.00%
TOTAL OTHER EMPLOYEE BENEFITS		15,361,236.00	(364,921.00)	14,996,315.00	14,402,719.15	0.00	593,595.85	96.00%
911 RETIREMENT BOARD								
51	PERSONNEL SERVICES	6,567,165.00	0.00	6,567,165.00	6,567,165.00	0.00	0.00	100.00%
TOTAL RETIREMENT BOARD		6,567,165.00	0.00	6,567,165.00	6,567,165.00	0.00	0.00	100.00%

Town of Natick
Capital Projects Fund Balances
June 30, 2014

GENERAL GOVERNMENT

<i>Fund #</i>	<i>Fund Name</i>	<i>Ending Fund Balance</i>
3500	Chapter 90 Roads	(267,853.00)
5000	Capital Equipment FY10	68.00
5001	Capital Improvement FY10	376,321.75
5002	Ben-Hem School	18,840.06
5003	Boden Lane Pump Station	54.96
5004	Computer Equipment	9,019.77
5005	I/Net Equipment	8,316.22
5007	Curbing; Boden Lane	16,000.00
5008	Street Lights	28,492.46
5009	Water Trmnt Plant	337.75
5010	Wilson/Kennedy Middle School	15,359.00
5011	DPW Facility	1,367.19
5012	Previous Years Projects	30,488.43
5015	Land Acquisition	2,863.99
5016	Pegan/Cove Lake	13,196.51
5017	Brown School	47,441.31
5018	Fire Truck	3,912.45
5019	Sewer East Central St	424.00
5020	Springvale Treatment Plant	255.73
5021	Capital Equipment FY11	5,224.11
5022	Capital Improvement FY11	410,634.87
5023	Sewer Clubhouse/Saddlebrook	32,506.76
5024	Swr Speen/NMain/Park	316,621.52
5025	Phase V Relining	932,500.32
5026	KMS Boiler	50.00
5027	Capital Equipment FY08	771.74
5029	Capital Equipment FY08	4,998.78
5031	High School Construction	1,358,665.19
5032	Community Center Construction	225,873.31
5033	Ambulance	25.00
5034	Fire Ground Repeater	15,386.10
5037	Landfill; General Gov't & Golf	11,118.44
5038	Sewer I/I - Various	101,415.45
5039	Municipal Oil Tanks	1,034.56

5040	Oak St Soccer Field	28,094.21
5041	Water Line; Lakeshore Drive	150,106.21
5042	FY12 Capital Equipment	123,569.50
5043	FY12 Capital Improvement	129,499.63
5045	FY12 Capital Equipment	220,000.00
5046	FY13 Capital Equipment	68,743.52
5047	FY13 Capital Improvement	49,050.00
5048	75 West St Renovations; FY12	703,875.00
5049	Recycling Packers	50,008.89
5051	Capital Improvements FY13	468,009.34
5053	FY14 Capital Equipment	69,030.88
5054	FY14 Capital Improvments	510,385.24
5055	FY14 Capital Equipment-Fall 13	334,225.20
5056	FY14 Cole Boiler	100,000.00
5057	FY14 Capital Improvement - Fall '13	750,000.00
5060	FY14 Bond Refunding-Due FY15	5,687,049.73

TOTAL GEN. GOVERNMENT	13,163,380.08
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GOLF ENTERPRISE

6010	Golf Carts	953.54
6012	FY14 Pave Golf Paths	6,921.76

TOTAL GOLF	7,875.30
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WATER/SEWER ENTERPRISE

6530	Capital Improvement FY12	70.05
6531	Capital Improvement FY12	273,272.99
6532	Capital Improvement FY12	504,000.00
6535	Capital Equipment FY10	42,088.69
6536	Capital Improvement FY13	1,613,701.24
6537	Sewer System Rehabilitation	16,126.15
6538	FY14 Capital Improvement	724,108.52
6539	FY14 Sewer Main Relining	150,000.00
6540	FY14 MWRA Sewer Rehab	1,353,916.87
6541	FY14 Capital Equipment	224,669.41
6542	FY14 Capital Improvement Art 19C	177,158.74

TOTAL WATER/SEWER	5,079,112.66
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TOTAL ALL CAPITAL PROJECTS	18,250,368.04
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Town of Natick
Balance Sheet
As of June 30, 2014
General Fund 0001 and 0002
(These figures are unaudited)

<u>Assets</u>		
Cash:		
Unrestricted Savings - Operating	29,518,583.97	
Petty Cash Advances:		
Collector	200.00	
Public Works Administration	125.00	
Town Clerk	200.00	
Police Department	100.00	
Recreation #1	100.00	
Recreation #2	100.00	
Community Development	150.00	
Board of Health	35.00	
Council on Aging	80.00	
Fire Department	25.00	
Selectmen	200.00	
School Dept	904.00	
Total Cash		29,520,803
Accounts Receivable:		
<u>Real Estate Taxes:</u>		
Real Estate 2014	1,418,349.49	
Real Estate 2013	58,085.65	
Real Estate 2012	(81,784.15)	
Real Estate 2011	(16,059.05)	
Real Estate 2010	(43,346.56)	
Real Estate 2009	(5,905.68)	
Real Estate 2008	(49,231.30)	
Real Estate PY	(166,489.19)	1,113,619
<u>Personal Property Taxes:</u>		
Personal Property 2014	19,814.53	
Personal Property 2013	16,178.82	
Personal Property 2012	17,581.13	
Personal Property 2011	13,112.66	
Personal Property 2010	11,991.93	
Personal Property 2009	15,512.66	
Personal Property 2008	11,057.00	
Personal Property PY	56,574.90	161,824
<u>Tax Liens & Deferrals:</u>		
Tax Liens Receivable	2,017,078.49	
Tax Per Chapter 41A Receivable	370,152.32	2,387,231
<u>Excise Taxes:</u>		
MVE 2014	246,728.32	
MVE 2013	89,005.51	
MVE 2012	31,696.89	
MVE 2011	21,638.41	
MVE 2010	20,971.83	
MVE 2009	16,955.80	
MVE 2008	22,298.35	
MVE Prior Yrs	84,996.25	
Boat Excise 2010	401.00	
Boat Excise 2011	111.67	
Boat Excise 2012	446.02	
Boat Excise 2013	518.03	
Boat Excise 2014	595.37	536,363
<u>Trash Fees:</u>		
PAYT Program (Pay as you Throw)	72,027.50	72,028
<u>Department Receivables:</u>		
Veterans	184,190.27	
Ambulance Services	543,387.69	727,578
<u>Other Receivables:</u>		
Parking Fines	32,678.00	
Betterments Added to Tax	210.90	
Un-Appportioned Assessments	25,619.99	
Supplemental Tax Receivable	324,401.97	382,911
Total Assets		34,902,356

Liabilities			
Warrants Payable - Operating	2,297,085.30		
Accrued Payroll w/ ER FICA Share	6,327,674.98		
Other Liabilities	-	8,624,760	
Deferred Revenue:			
Property Tax	(2,644,878.89)		
Ambulance	543,387.69		
Supplemental Tax	324,401.97		
Tax Liens/Foreclosures	2,017,078.49		
Tax Per Chapter 41A	370,152.32		
Motor Vehicle	534,291.36		
Boat Excise	2,072.09		
Betterments	25,830.89		
PAVT Program	72,027.50		
Parking Fines	32,678.00		
Departmental Revenue (Veterans)	184,190.27	1,461,232	
Allowance for Abatement/Exemptions:			
Year 2014	1,040,464.62		
Year 2013	1,001,582.31		
Year 2012	678,190.48		
Year 2011	544,815.40		
Year 2010	412,129.62		
Year 2009	47,996.53		
Year 2008	43,842.28		
Year 2007	46,393.23		
Prior Years	104,907.16	3,920,322	
Employee Withholdings & Other			
Other Liabilities	(5,657.50)		
Federal Withholdings	(1,790.27)		
Withholdings State	539.29		
MTRS	(309,875.67)		
Group Life/Dental	(41,257.02)		
Group Health; HMOs, Medex, Tufts, Pilgrim, Network Blue, Fallon	851,092.67		
Deferred Comp Plans; OBRA,457 & Roth	189.00		
Egr Life Dividend	-		
Disability Insurance; Jefferson Pilot	4,127.94		
Union Dues	(278.00)		
Undistributed receipts	-		
Tailings Payroll	73,633.22		
Tailings Vendor (1)	182,955.95		
Tailings Vendor (4)	9,103.30		
Natick Metrowest CU (01-9035)	-		
United Way of Metrowest (01-9090)	-	762,783	
Total Liabilities		14,769,097	
Fund Balances			
Fund Balances:			
Fund Balance (359000) Fund 0001	15,172,061.67		
Revenue (391000) Fund 0001	122,329,671.05		
Expenditures (393000) Fund 0001	(123,885,484.75)		
Res for Encumbrances (394000) Fund 0001	(1,035,699.93)		
	Undesignated F/B	12,580,548	
Fund Balance Overlay Surplus (3220)	-		
F/B Res for Encumbrances (394000)	Fund 0001 and 0002	1,173,037.60	
F/B Res for Expenditure (352000)	Fund 0001	2,100,000.00	
F/B Res for Cont. Approp. (329500)	Fund 0002	5,169,477.58	
F/B Reserve for Future Debt Service - 2011	Fund 0001	-	
F/B Reserve for Future Debt Service - 2012	Fund 0001	-	
Fund Balance Petty Cash (3250)	Fund 0001	2,219.00	
F/B Res for Approp Deficit (3452) (Snow and Ice Deficit)	(892,022.44)	7,552,712	
	Fund 0001		
	Total All F/B	20,133,260	
Total Liabilities and Fund Equity		34,902,356	

TOWN OF NATICK, MASSACHUSETTS

Combining Balance Sheet
Special Revenue Funds
June 30, 2014

(These figures are unaudited)

ASSETS	School Lunch Fund 0012	School Special Rev 0100-0992	School State Grants 1000-1492	School Federal Grants 1500-1992	Revolving 2000-2092	Receipts Reserved 2100-2199	Town Other Special Rev 2200-2999	Town State Grants 3000-3499	Town Federal Grants 3600-3992	Total
Cash and cash equivalents	\$ 78,431	\$ 2,314,334	\$ 48,620	\$ (71,115)	\$ 306,176	\$ 2,886,412	\$ 3,302,462	\$ 474,198	\$ 34,045	\$ 9,373,563
Investments	-	-	-	-	-	-	-	-	-	-
Receivables:	-	-	-	-	-	-	137,995	-	-	137,995
Accounts Receivable	-	-	-	-	-	-	-	-	-	-
Due From Other Governments	-	-	-	-	-	-	-	-	-	-
Other assets	-	-	-	-	-	-	-	-	-	-
Total Assets	\$ 78,431	\$ 2,314,334	\$ 48,620	\$ (71,115)	\$ 306,176	\$ 2,886,412	\$ 3,440,457	\$ 474,198	\$ 34,045	\$ 9,511,558
LIABILITIES AND FUND EQUITY										
Liabilities:	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Warrants and accounts payable	-	-	-	-	-	-	-	-	-	-
Deferred revenue	-	-	-	-	-	-	137,995	-	-	137,995
Accrued liabilities	-	-	-	-	-	-	-	-	-	-
Anticipation notes payable	-	-	-	-	-	-	-	-	-	-
Other liabilities	-	-	-	-	-	-	-	-	-	-
Total Liabilities	-	-	-	-	-	-	137,995	-	-	137,995
Fund Balances:	-	53,230	300	1,545	440	-	1,254	17,235	-	74,003
Reserved for encumbrances	78,431	2,261,105	48,320	(72,660)	305,736	2,886,412	3,301,209	456,963	34,045	9,299,560
Unreserved/undesignated	78,431	2,314,335	48,620	(71,115)	306,176	2,886,412	3,302,462	474,198	34,045	9,373,563
Total Fund Equity	\$ 78,431	\$ 2,314,335	\$ 48,620	\$ (71,115)	\$ 306,176	\$ 2,886,412	\$ 3,440,457	\$ 474,198	\$ 34,045	\$ 9,511,558
Total Liabilities and Fund Equity	\$ 78,431	\$ 2,314,335	\$ 48,620	\$ (71,115)	\$ 306,176	\$ 2,886,412	\$ 3,440,457	\$ 474,198	\$ 34,045	\$ 9,511,558

Combining Balance Sheet
Capital Projects
June 30, 2014

	Chapter 90 Roads Fund 3500	Capital Projects Governmental Fund 5000-5999	Capital Projects Golf Fund 6010-6099	Capital Projects Water/Sewer Fund 6510-6599	Total All Capital Projects
<u>ASSETS</u>					
Cash and cash equivalents	\$ (267,853)	\$ 14,312,397	\$ 7,875	\$ 5,186,921	\$ 19,239,341
Investments	-	-	-	-	-
Receivables:					
Accounts receivable	-	-	-	-	-
Other assets	-	-	-	-	-
Total Assets	<u>\$ (267,853)</u>	<u>\$ 14,312,397</u>	<u>\$ 7,875</u>	<u>\$ 5,186,921</u>	<u>\$ 19,239,341</u>
<u>LIABILITIES AND FUND EQUITY</u>					
Liabilities:					
Warrants and accounts payable	\$ -	\$ -	\$ -	\$ -	-
Deferred revenue	-	-	-	-	-
Accrued liabilities	-	-	-	-	-
Anticipation notes payable	-	-	-	-	-
Other liabilities	-	-	-	-	-
Total Liabilities	-	-	-	-	-
Fund Balances:					
Reserved for Expenditures	-	-	-	-	-
Reserved for Encumbrances	-	881,164	-	107,809	988,973
Reserve for Petty Cash	-	-	-	-	-
Unreserved/undesignated	(267,853)	13,431,233	7,875	5,079,113	18,250,368
Total Fund Equity	<u>(267,853)</u>	<u>14,312,397</u>	<u>7,875</u>	<u>5,186,922</u>	<u>19,239,341</u>
Total Liabilities and Fund Equity	<u>\$ (267,853)</u>	<u>\$ 14,312,397</u>	<u>\$ 7,875</u>	<u>\$ 5,186,922</u>	<u>\$ 19,239,341</u>

TOWN OF NATICK, MASSACHUSETTS

Combining Balance Sheet Enterprise Funds June 30, 2014 (These figures are unaudited)

<u>ASSETS</u>	Golf Fund 6000	Water & Sewer Fund 6500/6502	Total
Cash and cash equivalents	\$ 242,295	\$ 5,022,570	\$ 5,264,864
Investments	-	-	-
Receivables:	-	3,517,530	3,517,530
Accounts receivable	-	-	-
Other assets	-	-	-
Total Assets	<u>\$ 242,295</u>	<u>\$ 8,540,100</u>	<u>\$ 8,782,395</u>
<u>LIABILITIES AND FUND EQUITY</u>			
Liabilities:			
Warrants and accounts payable	\$ 193	\$ -	\$ 193
Deferred revenue	-	3,517,530	3,517,530
Accrued liabilities	-	-	-
Anticipation notes payable	-	-	-
Other liabilities	-	-	-
Total Liabilities	<u>193</u>	<u>3,517,530</u>	<u>3,517,723</u>
Fund Balances:			
Restricted for Debt Service	-	-	-
Reserved for encumbrances	5,808	107,607	113,415
Reserved for continuing appropriation	-	1,327,606	1,327,606
F/B Reserve for Exp - Retained Earnings	35,000	245,000	280,000
Reserve for Petty Cash	200	-	200
Unreserved/undesignated	<u>201,094</u>	<u>3,342,357</u>	<u>3,543,451</u>
Total Fund Equity	<u>242,102</u>	<u>5,022,570</u>	<u>5,264,671</u>
Total Liabilities and Fund Equity	<u>\$ 242,295</u>	<u>\$ 8,540,100</u>	<u>\$ 8,782,395</u>

Combining Balance Sheet
Trust and Agency Funds
June 30, 2014
(These figures are unaudited)

ASSETS	Stabilization	Trust Funds	Scholarships	OPEB	Agency	Defid Comp	Student Activity	Total
	Fund 7000-7099	Fund 7200-7299	Fund 7600-7699	Fund 7700	Fund 8100-8499	Fund 8500	Other Agency Fund 8900-8950	
Cash and cash equivalents	\$ 11,550,753	\$ 5,838,007	\$ 386,868	\$ 446,055	\$ 2,847,388	\$ -	\$ 320,463	\$ 21,389,535
Investments	-	-	-	-	-	-	-	-
Receivables:	-	-	-	-	-	-	-	-
Accounts receivable	-	-	-	-	-	-	-	-
Other assets	-	-	-	-	-	-	-	-
Total Assets	\$ 11,550,753	\$ 5,838,007	\$ 386,868	\$ 446,055	\$ 2,847,388	\$ -	\$ 320,463	\$ 21,389,535
LIABILITIES AND FUND EQUITY								
Liabilities:								
Warrants and accounts payable	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Deferred revenue	-	-	-	-	-	-	-	-
Accrued liabilities	-	-	-	-	-	-	-	-
Anticipation notes payable	-	-	-	-	-	-	-	-
Other liabilities	-	-	-	-	-	-	-	-
Total Liabilities	-	-	-	-	-	-	-	-
Fund Balances:								
Reserved for encumbrances	-	-	-	-	-	-	7,378	7,378
Nonexpendable	-	-	-	-	-	-	-	-
Unreserved/undesignated	11,550,753	5,838,007	386,868	446,055	2,847,388	-	313,086	21,382,157
Total Fund Equity	11,550,753	5,838,007	386,868	446,055	2,847,388	-	320,464	21,389,535
Total Liabilities and Fund Equity	\$ 11,550,753	\$ 5,838,007	\$ 386,868	\$ 446,055	\$ 2,847,388	\$ -	\$ 320,464	\$ 21,389,535

TOWN OF NATICK
SPECIAL REVENUE FUNDS
JUNE 30, 2014

FUND NUMBER	DESCRIPTION	BEG. BALANCE 6/30/2013	ACTUAL EXPENDITURES	ACTUAL REVENUES	Transfer In/Out	ENCUMBRANCE	BALANCE 6/30/2014
SCHOOL LUNCH							
0012	SCHOOL LUNCH EXPENSE	163,383.91	1,535,343.01	1,450,390.59	-	-	78,431.49
TOTAL SCHOOL LUNCH		163,383.91	1,535,343.01	1,450,390.59	-	-	78,431.49
REVOLVING FUNDS							
0101	EASEP PROGRAM ALL	-	8,778.48	15,150.00	-	-	6,371.52
0102	ATHLETIC FUND	7,086.76	310,021.82	342,059.02	-	-	38,923.96
0103	BUS TRANSPORTATION	256,754.49	282,631.18	254,055.00	-	-	228,178.31
0105	SUMMER SCHOOL	11,287.89	44,546.20	52,860.00	-	-	19,601.69
0106	TEXT BOOKS HIGH SCHOOL	17,225.93	2,717.09	2,401.07	-	-	16,909.91
0107	RENTAL FACILITIES	55,449.77	141,154.65	166,154.05	-	-	80,449.17
0108	SCHOOL VANDALISM	4,312.06	-	-	-	-	4,312.06
0109	SPECIAL EDUCATION	163,607.23	177,858.39	94,955.00	-	-	80,163.84
0110	MEDICAID SCHOOL SHARE	271,343.32	282,982.77	76,560.92	-	-	64,921.47
0111	AFTER SCHOOL PROGRAM	387,182.63	1,399,525.37	1,683,285.61	-	10,434.18	660,308.69
0112	SUMMER ACADEMY	1,750.00	1,750.00	-	-	-	-
0113	SUMMER REMEDIAL	281.76	-	5,720.00	-	-	6,001.76
0114	NHS TESTING	13,275.98	51,634.78	55,180.99	-	-	16,822.19
0115	CIRCUIT BREAKER	418,331.66	2,254,877.94	2,173,381.00	-	16,404.89	320,429.83
0116	GUIDANCE/TRANSCRIPT	7,602.25	6,853.98	2,565.00	-	-	3,113.27
0117	INSTRUCTIONAL	192.59	-	-	-	-	192.59
0118	EARLY CHILDHOOD EXTENDED	1,175.57	-	3,018.44	-	-	4,194.01
0119	PRESCHOOL TUITION	164,491.97	385,805.61	347,460.22	-	-	126,146.38
0120	NORTH STAR TUITION	261.79	25,124.14	52,372.00	-	-	27,309.65
0121	PHOTOCOPY RECEIPTS	376.95	7,131.35	6,774.00	-	-	376.95
0122	WALL OF ACHIEVEMENT	3,408.58	194,528.53	202,961.00	-	-	3,051.25
0123	INSTRUMENTAL MUSIC	35,869.10	2,197.00	420.00	-	1,050.00	44,301.57
0124	MINI UNIVERSITY	6,360.46	-	-	-	-	6,360.46
0125	TEXT BOOKS KENNEDY MIDDLE	627.29	-	-	-	-	627.29
0126	TEXT BOOKS WILSON MIDDLE	882.45	-	41.09	-	-	923.54
0127	TEXT BOOKS BEN-HEM	20.00	-	-	-	-	20.00
0128	TEXT BOOKS LILJA	91.62	-	-	-	-	91.62
0129	TEXT BOOKS BROWN	7.50	-	-	-	-	7.50
0132	ATHLETIC TRANSPORTATION	252.11	-	-	-	-	252.11
0133	SCHOOL PROGRAMS	122,168.02	269,784.93	197,635.00	-	18,813.08	31,205.01
0135	PAC PARENT ADVISORY	5,093.44	342.02	-	-	-	4,751.42
0134	SCHOOL CHOICE REVOLVING	292.67	134,640.88	233,152.00	-	3,900.00	95,003.79
2001	WEIGHTS AND MEASURES	18,912.10	-	62,131.50	-	-	21,162.10
2002	CHPTR 44 53E SURPLUS EQUIP	115,249.93	40,000.00	8,680.22	-	-	137,381.43
2003	CHPTR 44 53E COA TRANSPTN	6,424.05	3,428.50	-	-	-	-
2004	CHPTR 44 53E CONS COM	1,713.34	1,713.34	-	-	300.00	11,375.77
2005	CHPTR 44 53E LIBRARY MTRL	728.37	54,678.10	55,905.02	-	-	-
2006	CH 44 53E MORSE EQUIP/MAIN	1,015.90	9,814.48	12,200.00	-	-	1,955.29
2007	COA RENTAL	33,609.64	28,087.21	60,396.12	-	-	3,401.42
2008	CHPTR 44 53E BOH IMMUNIZATION	43,722.83	14,673.96	17,035.28	-	-	65,918.55
							46,084.15

FUND NUMBER	DESCRIPTION	BEG. BALANCE 6/30/2013	ACTUAL EXPENDITURES	ACTUAL REVENUES	Transfer In/Out	ENCUMBRANCE	BALANCE 6/30/2014
2009	CHPTR 44 53E COMM SR CTR PROGRAM	2,614.00	34,334.92	50,318.01	-	140.00	16,457.09
2201	RECREATION PROGRAMS	736,001.64	1,050,323.08	1,109,350.02	-	-	797,007.58
2204	COMPOSTING PROGRAM	21,764.43	-	2,504.00	-	-	24,068.43
2206	CPR/AED FIRE DEPT	1,317.22	520.00	-	-	-	797.22
2207	MAIN ST SURVEY TM09	1,624.00	-	(20.00)	-	-	1,644.00
2203	INSURANCE CLAIMS < \$20K	50,652.36	15,255.50	(4,312.79)	-	-	30,814.27
2205	COMMUNITY ORGANIC FARM	166.01	1,992.00	1,894.00	-	-	68.01
0137	TEAM FUNDED ATHLETIC EQUIPMENT	-	400.00	431.00	-	-	3,913.00
0136	TEXTILE RECYCLING	-	-	-	-	-	-
TOTAL REVOLVING FUNDS		2,994,039.66	7,240,978.00	7,530,614.79	-	50,942.15	3,852,734.30

FEDERAL GRANTS	BEG. BALANCE 6/30/2013	ACTUAL EXPENDITURES	ACTUAL REVENUES	Transfer In/Out	ENCUMBRANCE	BALANCE 6/30/2014
SPED 94-142	(129,522.90)	1,049,477.55	1,080,132.00	-	44.50	(98,913.35)
ARRA IDEA	94.77	28,327.73	22,991.60	-	-	94.77
SPED E.C.	796.44	-	-	-	-	(4,539.69)
ARRA TITLE I	0.01	-	-	-	-	0.01
TITLE I	(2,734.63)	262,423.60	246,150.00	-	-	(19,008.23)
TITLE I	2,902.01	19,911.98	17,010.00	-	-	0.03
TEACHER QUALITY	577.03	62,279.07	58,449.00	-	-	(3,253.04)
RACE TO THE TOP	6,654.86	16,139.86	9,786.00	-	-	501.00
TOGETHER 2 SUBSTANCE ABUSE	33,929.99	79,524.52	80,248.21	-	-	34,653.68
SPED PROGRAM IMPROVEMENT	(15,134.25)	7,947.16	25,081.00	-	1,500.00	499.59
TITLE IIA CARRY OVER	393.00	393.00	-	-	-	-
BOKS BEST OF KIDS	17,505.17	35,010.34	35,010.32	-	-	17,505.15
DELINQUENCY PREVENTION	6,835.95	1,000.00	-	-	-	5,835.95
COPS PROV SOLVE PRT	12,793.34	-	-	-	-	12,793.34
HEALTH INFO NEEDS	490.46	-	-	-	-	490.46
POLICE YOUTH GRANT	148.01	-	-	-	-	148.01
MDPH EMER PREP FLU	153.66	-	-	-	-	153.66
FEBA ASST FF	590.00	-	-	-	-	590.00
COBRA ARRA REIMBURSEMENT	792.42	-	-	-	-	792.42
FED DRUG FORFEITURE FUNDS	1,027.96	10,000.00	21,936.32	-	-	12,964.28
DEA DRUG TASK FORCE	(5,479.88)	26,471.56	32,227.63	-	-	276.39
TOTAL FEDERAL GRANTS	(67,186.58)	1,598,906.17	1,629,022.08	-	1,544.90	(38,615.57)

STATE GRANTS	BEG. BALANCE 6/30/2013	ACTUAL EXPENDITURES	ACTUAL REVENUES	Transfer In/Out	ENCUMBRANCE	BALANCE 6/30/2014
ACADEMIC SUPPORT	(885.38)	8,781.62	9,667.00	-	-	-
METCO	24,470.27	320,261.33	313,496.00	-	300.00	17,404.94
KINDERGARTEN GRANT	5.01	202,330.65	202,536.00	-	-	150.36
ESSENTIAL HEALTH	4,962.29	83,152.42	81,180.00	-	-	2,989.87
HOMELESS STUDENT TRANSPORTATION	(28,212.50)	50.00	56,037.00	-	-	27,774.50
MASS CULTURAL ARTS	4,014.83	4,389.00	5,950.00	-	-	5,575.83
ELDER AFFAIRS	5,677.68	6,638.98	-	-	-	5,677.68
MORSE LIBRARY	44,369.44	-	(1,658.37)	-	-	36,072.09
BACON FREE LIBRARY	2,248.08	-	1,860.09	-	-	4,108.17
JENNINGS POND	1,656.00	-	-	-	-	1,656.00
STATE EXTENDED VOTE	(2,058.80)	45,033.34	51,998.51	-	-	4,966.37

FUND NUMBER	DESCRIPTION	BEG. BALANCE 6/30/2013	ACTUAL EXPENDITURES	ACTUAL REVENUES	Transfer In/Out	ENCUMBRANCE	BALANCE 6/30/2014
3006	TOBACCO CONTROL PROGRAM						3,878.08
3011	COPS IN SHOPS	3,997.26	-	-	-	-	3,997.26
3012	FISKE POND CLEAN UP	5,120.02	-	-	-	-	5,120.02
3013	HISTORIC LANDSCAPE	11,200.00	-	-	-	-	11,200.00
3014	NATICK DISTRICT COURT	2,800.00	-	-	-	-	2,800.00
3016	TURN 2003 (DPW)	2,822.66	-	-	-	-	2,822.66
3017	PAY-AS-YOU-THROW	2,007.00	-	-	-	-	2,007.00
3018	POLICE EMERGENCY OPER PL	2,138.24	-	-	-	-	2,138.24
3019	WTE GRANT 2005	10,763.78	-	-	-	-	10,763.78
3020	VETS ORAL HISTORY AL	(25,034.68)	26,544.57	47,758.00	-	-	(3,621.25)
3021	SHSP I EXERCISE GRANT	82.68	840.00	-	-	-	5,160.00
3022	MWP&T TITLE 5 SEPTIC	6,000.00	-	-	-	-	763.83
3023	SAFE NEIGHBOR HEROES	763.83	-	-	-	-	330.23
3024	MHOA PANDEMIC FLU	300.61	60.38	-	-	-	1,420.98
3025	BACON FREE LIBRARY FUND RAISER	1,420.98	-	-	-	-	221.24
3026	MORSE LIBRARY FUND RAISER	13.56	-	-	-	-	13.56
3027	COMMUNITY POLICING 07	5,571.58	5,056.67	-	-	-	514.91
3028	SMART GROWTH INCENTIVES	200,000.00	-	-	-	-	200,000.00
3030	SAFE GRANT FY08	155.85	155.85	-	-	-	-
3031	GSMB TRAFFIC ENFORCEMENT	5,154.33	-	-	-	-	5,586.32
3032	SEIB TRAINING FY09	7,473.83	-	-	-	-	7,473.83
3036	FORNULA GRANT ELDER FY14	15,754.03	49,813.01	52,016.00	-	-	17,957.02
3040	BETA RTE 9 & 27 P&O	(7,257.92)	(7,257.92)	-	-	-	-
3042	GREEN COMMUNITY GRANT FY11	90,193.00	-	-	-	-	90,193.00
3043	MAPC DPH GRANT PIER III	852.25	-	-	-	-	852.25
3044	RENEWABLE ENERGY TRUST	1,094.55	-	-	-	-	1,094.55
3045	EMERGENCY MGMT PERFORMANCE 09	3,261.58	-	-	-	-	3,261.58
3059	BULLET PROOF VESTS	(31,762.04)	-	-	-	-	0.23
3060	FY12 LITERACY	1,999.82	(19,316.50)	14,045.77	-	1,600.00	-
3061	SAFE GRANT FY 12	2,633.66	1,154.61	-	-	-	1,999.82
3062	NDU FY12	3,618.82	-	-	-	-	3,618.82
3064	LITERACY PROGRAM	7,000.00	1,002.42	10,000.00	-	-	8,997.58
3052	DPH HSP BIO-TERRORIST	(40,221.88)	-	40,221.88	-	-	7,000.00
3054	911 SUPPORT INCENTIVE GRANT FY13	(15,864.88)	-	15,864.88	-	-	-
3065	911 TRAINING FY13	(8,639.17)	-	8,639.17	-	-	-
3070	MEMA EMPG-VIPS FFY2010	(10,000.00)	-	10,000.00	-	-	-
3071	MEMA EMPG FFY 2011	(4,348.97)	-	-	-	-	-
3072	DOT 9/OAK	4,165.00	10,527.92	-	-	-	-
3073	FY13 SAFE GRANT	90.37	2,225.70	1,348.16	-	2,596.87	(14,876.09)
3074	HHS SHINGLES VACCINATION PROGRAM	-	-	-	-	-	690.39
3075	MASSWORKS	-	223,250.00	214,025.66	-	11,750.00	90.37
3076	FY14 911 SUPPORT & INCENTIVE GRANT	-	79,476.01	25,626.27	-	-	(20,074.54)
3077	FY14 911 TRAINING GRANT	-	13,676.52	-	-	-	(53,849.74)
3078	DOER GREEN COMMUNITY	-	37,500.00	126,662.00	-	-	(11,676.52)
3079	MEMA EMPG 2014	-	6,508.98	-	-	-	89,162.00
3080	MEMA SHSP/CCP 2014	-	1,287.00	-	-	-	(6,508.98)
3084	COMMUNITY INNOVATION CHALLENGE	-	3,500.00	9,900.00	-	-	(7,287.00)
3083	COA AGING MASTERY PROGRAM	-	5,791.43	2,500.00	-	-	6,600.00
3082	MASS CULTURAL COUNCIL MKTG & BRANDING	-	-	8,000.00	-	1,287.83	(2,579.26)
3081	ROLL OFF CONTAINERS	-	-	4,995.50	-	-	8,000.00
3085	FY14 SAFE GRANT	-	-	9,004.00	-	-	4,995.50
3400	MWHP SAFE STEPS	-	22,005.00	23,736.00	-	-	9,004.00
TOTAL STATE GRANTS		315,736.19	1,137,749.88	1,344,830.47	-	17,534.70	505,282.08

FUND NUMBER	DESCRIPTION	BEG BALANCE 6/30/2013	ACTUAL EXPENDITURES	ACTUAL REVENUES	Transfer In/Out	ENCUMBRANCE	BALANCE 6/30/2014
RECEIPTS RESERVED							
2101	PARKING METER REVENUE	182,633.82	-	82,362.70	(60,000.00)	-	204,996.52
2105	SBAB CP 645 SCH BLDG	1,344,103.39	-	-	(123,167.00)	-	1,220,936.39
2106	INSURANCE CLAIMS > \$20K	40,380.88	41,682.00	41,682.00	-	-	40,380.88
2308	INSURANCE CLAIMS > \$20K	7,007.77	44,203.77	60,185.42	-	-	22,889.42
2109	PS MITIGATION FUND	188,571.00	-	-	-	-	188,571.00
2109	PS REVERSE 911	3,292.40	-	-	-	-	3,292.40
2465	IMPROVE GRISTMILL LANE	8,576.66	-	-	-	-	8,576.66
2466	IMPROVE WESTWOOD ROAD	2,263.10	-	-	-	-	2,263.10
2467	IMPROVE BUNKER LANE	860.52	-	-	-	-	860.52
2468	SALE WILSON STREET	800.00	-	-	-	-	800.00
2370	NBTA BUSING	37,883.87	-	-	-	-	37,883.87
2371	SPEN ST ROADWAYS	10,681.69	-	-	-	-	10,681.69
2372	REDMAN DR PUMP STATION	12,000.00	-	-	-	-	12,000.00
2373	WEST CENTRAL ST	5,705.00	-	-	-	-	5,705.00
2374	IMPROVE GARDEN ROAD	4,770.00	-	-	-	-	4,770.00
2102	WETLANDS PROTECTION	20,375.96	-	5,190.00	-	-	25,565.96
2375	PLAN BOARD FEE (HOMART)	8,659.80	-	-	-	-	8,659.80
2376	IMPROVE DRAINAGE H/D	5,000.00	-	-	-	-	5,000.00
2377	OIL TANKS DEBT PAYMENT,115,517.32	132,864.22	-	7,709.95	-	-	140,574.17
2378	SEWER I/I ASHLAND	144,075.05	-	-	-	-	144,075.05
2379	LAKE SHORE ROAD W. MAIN	20,229.76	-	-	-	-	20,229.76
2380	SIDEWALK PROJECTS	163,091.05	-	-	-	-	163,091.05
2381	STILLMAN ST. EXT	1,824.11	-	-	-	-	1,824.11
2382	CABLE RENEWAL SEC 7.3	3,953.45	-	-	-	-	3,953.45
2383	CABLE EQUIP SEC 6.5	0.18	30,000.00	15,000.00	-	-	(14,999.82)
2384	TIX TRAFFIC/TRANS	14,495.59	-	-	-	-	14,495.59
2385	CABLE FEES SECTION 7.2	261,339.35	-	-	-	-	261,339.35
2386	CABLE FEES SECTION 7.1	80,160.48	78,143.79	58,812.19	-	-	60,828.88
2387	TRANSPORT PRJ/EOP	16,000.00	-	-	-	-	16,000.00
2388	INPR DRNCE WILLOW ST	10,000.00	-	-	-	-	10,000.00
2390	FIRE EMER TRNG/EQ/RQST	1,000.00	-	-	-	-	1,000.00
2392	CABLE 2005 SECTION 7.1	160,000.00	-	-	-	-	160,000.00
2394	BOND DEFAULT SANTORA	20.00	-	-	-	-	20.00
2395	MUNICIPAL MEDICAID	354,354.00	-	-	-	-	354,354.00
2396	TITLE V SEPTIC TANKS	135,859.75	-	-	-	-	135,859.75
2403	BAA FUND R ASING	2,950.25	-	10,468.45	(7,684.00)	-	2,950.25
2404	CABLE PVALT	7,000.00	-	-	-	-	7,000.00
2407	COMCAST CABLE SECTION 6.5	4,142.90	52,456.21	32,563.31	-	-	(15,750.00)
2408	ROADWAY MITIGATION/NATICK MAIL	72,533.59	367,196.89	294,663.30	-	-	(0.00)
2103	BOND DEFAULT 33 GLEN ST WATERVIEW EST	17,500.00	-	-	-	-	17,500.00
2411	BOND DEFAULT WALNUT HILL ESTATES	45,800.00	-	-	-	-	44,575.00
2412	CONS COMB TRAILS MAINTENANCE	125,000.00	80,292.33	(4,510.00)	-	-	40,197.67
2413	MATHWORKS MITIGATION APPLE HILL	50,665.00	-	-	-	-	50,665.00
2415	PREMIUM RESERVE	1,507,420.00	12,197.90	-	(1,127,000.00)	-	368,222.10
2110		1,258,206.58	-	37,010.97	(106,758.00)	-	1,188,459.55
TOTAL RECEIPTS RESERVED		6,482,453.17	707,397.89	641,138.29	(1,124,609.00)	-	4,991,584.57

FUND NUMBER	DESCRIPTION	GIFT AND DONATIONS	BEG. BALANCE 6/30/2013 BEG BALANCE 6/30/2013	ACTUAL EXPENDITURES ACTUAL EXPENDITURES	ACTUAL REVENUES ACTUAL REVENUES	Transfer In/Out Transfer In/Out	ENCUMBRANCE ENCUMBRANCE	BALANCE 6/30/2014 BALANCE 6/30/2014
0601	PUBLIC SCHOOL TECHNOLOGY GIFT		1,661.54	-	-	-	-	1,661.54
0602	NATICK PUBLIC SCHOOLS		38,025.43	11,330.17	300.00	-	-	26,995.26
0603	BEN-HEN SCHOOL		6,591.65	36,404.31	44,782.17	-	-	14,969.51
0604	BROWN SCHOOL		5,121.71	9,492.47	16,678.65	-	-	12,307.89
0605	JOHNSON SCHOOL		2,482.26	734.17	2,179.75	-	-	3,927.84
0606	LIJIA SCHOOL		4,599.08	200.00	2,982.87	-	-	7,381.95
0607	MEMORIAL SCHOOL		4,337.37	5,946.00	7,069.82	-	-	5,481.19
0608	KENNEDY MIDDLE SCHOOL		9,184.47	8,047.06	8,165.13	-	-	9,302.54
0609	WILSON MIDDLE SCHOOL		12,739.42	8,211.07	9,955.50	-	12.24	14,471.61
0610	HIGH SCHOOL		6,917.13	5,294.07	25,289.98	-	-	26,913.04
0611	BUSINESS PROFESSIONALS AMERICA		16,566.59	12,988.14	15,603.00	-	-	19,181.45
0614	JUMP UP & GO HLTH CHOICE WILSON		500.00	-	-	-	-	500.00
0615	MEMORIAL LITERACY GRANT		0.04	-	-	-	-	0.04
0617	NWHC YOUTH SUBS. ABUSE #16-08		(100.00)	(100.00)	-	-	-	-
0619	NWHC WELLNESS INITIATIVE		1,768.11	-	-	-	-	1,768.11
0620	NWHC HEALTH/FITNESS 19-02		4,717.31	-	-	-	-	4,717.31
0621	METROWEST CONAM HTH FOUNDATION		424.26	436.28	-	-	-	12,020
0623	NEF AWARDS 09/10		1,488.30	18,210.63	18,870.00	-	-	2,147.67
0625	ANTI BULLYING MIDDLE SCHOOL		2,055.92	-	-	-	-	2,055.92
0626	VERIZON PEG GRANT		71,793.58	7,261.01	68,000.00	-	-	137,793.58
0627	FY 12 NEF AWARDS		13,544.99	12,341.61	(4,781.19)	-	-	1,502.79
0628	NWHS TRANS		12,341.61	4,360.00	-	-	-	-
0629	METROWEST HEALTH PEER		5,745.98	-	500.00	-	-	1,385.98
0631	DRKG PYNTN		1,327.77	-	-	-	-	1,327.77
0632	HEALTH & FITNESS		7,124.80	-	2,529.60	-	-	9,654.40
0635	NWHC TRANSITIONS		9,628.89	292.04	84,891.61	-	-	31,398.70
0634	MATHWORKS KMS MATH TEAM GRANT		147.58	63,121.80	1,250.00	-	-	1,105.54
0636	NWHC HEALTH SCREENINGS		769.70	725.89	-	-	-	43.81
0637	NEF 12.13		32,189.77	28,908.72	-	-	484.23	2,796.82
0638	PRESCHOOL		485.76	-	-	-	-	483.76
0639	METRO WEST HEALTH DONATION		-	2,327.67	7,801.00	-	-	5,473.33
0640	NEF 13.14		5,195.32	10,644.68	32,133.58	-	-	19,258.49
2301	HENRY WILSON SHOP MAINT		16,837.32	-	4.67	-	2,230.41	5,199.99
2307	COUNCIL ON AGING		1,736.00	33,312.22	36,548.22	-	1,253.56	18,819.76
2308	AMBULANCE MEMORIAL		24,464.07	47,269.70	61,500.00	-	-	1,736.00
2309	BAA MARATHON		1,111.79	-	-	-	-	38,694.37
2310	YOUTH COORD DESIGNATED		2,368.08	-	-	-	-	1,111.79
2311	COMMISSION ON DISABILITY		594.41	594.41	-	-	-	2,368.08
2312	DARE PROGRAM NATICK		5,609.75	-	-	-	-	5,609.75
2313	MUNICIPAL BLDG INS TRUST		3,824.00	-	-	-	-	3,824.00
2314	OPTIONAL INS DIVIDEND		9,844.00	-	-	-	-	9,844.00
2315	BASIC LIFE INS DIVIDEND		17,842.74	19,335.01	5,852.26	-	-	4,359.99
2316	LAW ENFORCEMENT TRUST		1,500.00	-	-	-	-	1,500.00
2317	POLICE BICYCLE PROGRAM		2,649.98	-	-	-	-	2,649.98
2318	DESIGN/RENOVATE SOCCER FIELDS		304.68	-	-	-	-	304.68
2319	SHAW PARK RESTORATIONS		1,902.84	-	-	-	-	1,902.84
2320	VETERANS ORAL HISTORY		22.24	-	-	-	-	22.24
2321	LOCAL HISTORY PROG LIBRARY		1,800.00	-	-	-	-	1,800.00
2322	POLICE SHOP LIFTER TRNG		6,321.58	5,869.95	-	-	-	451.63
2323	SUMMER PAGE PROGRAM		3,038.79	9,325.00	16,105.20	-	-	9,818.99
2324	ELDERLY/DISABLED TAXATION		8,938.30	4,700.00	-	-	-	4,238.30
2325	MCHCF HEALTH GRANT (HUM SERV)		-	-	-	-	-	-

FUND NUMBER	DESCRIPTION	BEG. BALANCE 6/30/2013	ACTUAL EXPENDITURES	ACTUAL REVENUES	Transfer In/Out	ENCUMBRANCE	BALANCE 6/30/2014
7222	CONSERVATION COMMISSION	6,904,529.69	1,417,194.04	12,659.52	-	-	5,409,995.17
	TOTAL CONSERVATION COMMISSION TRUST	6,904,529.69	1,417,194.04	12,659.52	-	-	5,409,995.17
	NON-EXPENDABLE TRUSTS						
7208	WALCOTT	64,016.26	-	19.80	-	-	64,036.06
7209	BIGELOW	101.83	0.34	0.24	-	-	101.73
7210	BECKMAN	642.83	2.06	1.34	-	-	642.11
7211	SMITH	81.89	0.26	0.13	-	-	81.76
7212	CROSBY	813.98	-	0.72	-	-	814.70
7213	COBB	101.83	0.34	0.24	-	-	101.73
7214	BIGELOW	107.72	0.35	0.24	-	-	107.61
7215	MORSE	9,224.61	29.44	19.44	-	-	9,214.61
7216	CPT STONE	2,736.38	-	2.42	-	-	2,738.80
7217	NAGLE/FOX	186.13	0.63	0.43	-	-	185.93
7218	WILSON	21,651.43	20.00	21.00	-	-	21,652.43
7219	KENNEDY	170,961.85	-	511.34	-	-	171,473.19
7223	GEORGE ROGERS TRUST FUND	374.19	-	0.58	-	-	374.77
7224	SALLY SPAULDING WELFARE	2,059.50	-	1.82	-	-	2,061.32
7225	MARIA HAYES TOWN HOUSE	61,040.07	-	54.57	-	-	61,094.64
7226	MARIA HAYES WELFARE	2,060.30	-	1.82	-	-	2,062.12
7227	CEMETARY MISC TRUST FUND	1,268.10	-	-	-	-	1,268.10
	TOTAL NON-EXPENDABLE TRUSTS	337,428.90	53.42	636.13	-	-	338,011.61
7601	GERALD ASH SCHOLARSHIP	776.59	1,000.00	6,543.90	-	-	6,320.49
7602	MATH WORKS - SCHOLARSHIP FUND	55,006.29	22,000.00	20,032.13	-	-	53,038.42
7603	HGH SCHL MISC SCHLRSHPS	1,770.32	13,027.43	17,565.15	-	-	2,767.40
7604	ALLEN R. LOANE MEMORIAL	2,514.38	-	0.25	-	-	2,514.63
7605	ALFRED MURRAY MEM SCHOLARSHIP	431.43	400.00	0.01	-	-	31.44
7606	GENEVIEVE RICH MEM SCHLRSH	30,178.44	3,000.00	202.08	-	-	27,380.52
7607	TARTIKOFF SCHOLARSHIP FUND	23,936.78	1,800.00	20.43	-	-	22,157.21
7608	EDITH NUTT SCHOLARSHIP FUND	111,836.13	2,996.00	-	-	-	108,840.13
7609	MCKENNA ALDERMAN SCHOLARSHIP	24,824.23	500.00	58.01	-	-	24,382.24
7610	BARKER MEMORIAL	17,779.16	400.00	26.51	-	-	17,405.67
7611	CHRISTOPHER LADD SCHOLARSHIP	7,430.57	5,000.00	101.98	-	-	2,532.55
7612	SILVANO MELCHIORI SCHOLARSHIP	8,869.35	3,000.00	0.38	-	-	771.19
7613	TEDDY SULLIVAN SCHOLARSHIP	3,326.57	200.00	1,168.90	-	-	7,038.25
7614	FREDDY GREEN SCHOLARSHIP	6,093.13	300.00	-	-	-	3,126.57
7615	KANE-PIERCE SCHOLARSHIP	(227.43)	72.57	650.00	-	-	5,793.13
7616	LEBOWITZ SCHOLARSHIP	757.10	-	-	-	-	350.00
7617	FRANCESCO SCHOLARSHIP	7,279.74	900.00	1,000.00	-	-	757.10
7618	ANTHONY DAMILO SCHOLARSHIP	5,867.47	500.00	-	-	-	7,379.74
7619	DOROTHY GREE SCHOLARSHIP	10,601.09	(150.00)	530.63	-	-	5,367.47
7620	KEVIN F. LYNCH SCHOLARSHIP	23,073.08	(100.00)	69.17	-	-	11,281.72
7621	MARGUERITE RAFFERTY SCHOLARSHIP	1,358.60	1,000.00	0.75	-	-	23,242.25
7622	L PALOTTA MEMORIAL SCHOLARSHIP	2,000.46	1,000.00	3,001.66	-	-	359.35
7623	GEORGE HANNA MEMORIAL SCHOLARSHIP	1.41	10,000.00	60,027.47	-	-	4,002.12
7624	LEONARD HANNA MEMORIAL SCHOLARSHIP	221,613.10	-	225.35	-	-	50,028.88
7700	OPEB	-	-	-	224,217.00	-	446,035.45
	TOTAL EXPENDABLE TRUSTS	564,328.16	66,846.00	111,224.76	224,217.00	-	832,923.92

FUND NUMBER	DESCRIPTION	BEG. BALANCE 6/30/2013	ACTUAL EXPENDITURES	ACTUAL REVENUES	Transfer In/Out	ENCUMBRANCE	BALANCE 6/30/2014
TOTAL TRUST FUNDS		16,644,022.92	66,899.42	111,600.89	224,217.00	-	1,170,935.53
CAPITAL PROJECTS							
CHAPTER 90							
3500	CHAPTER 90	(76,463.52)	840,380.31	648,991.28	-	-	(267,852.55)
TOTAL CHAPTER 90		(76,463.52)	840,380.31	648,991.28	-	-	(267,852.55)
CAPITAL PROJECTS							
5000	ART 9-3B 11/10 REPLACE CAR 2	-	-	-	-	-	-
5001	ART 9-4B 11/10 REPLACE H-52	65.00	-	-	-	-	65.00
5001	ART 10-4A 11/10 RECONFIGURE DISPATCH	215,000.00	214,026.00	-	-	-	974.00
5001	ART 10-3A 11/10 REPLACE EXT WINDOWS	183,651.55	58,651.55	-	(125,000.00)	-	(0.00)
5001	ART 10-1A 11/10 REPLACE BOILERS	369,599.47	261,842.14	-	-	30,811.97	76,945.36
5001	ART 10-2A 11/10 REPLACE FIRE ALARMS	82,812.30	-	-	-	-	82,812.30
5001	ART 10 11/10 GROUND WATER WELLS	-	-	-	-	-	-
5001	ART 10 11/10 STORAGE BLDG GRAVEL	(15,500.00)	(15,525.30)	-	-	-	25.30
5001	ART 10-5A 11/10 ROAD IMP OAK ST	230,725.38	20,411.21	-	-	-	210,314.37
5001	ART 10-6A 11/10 RTE 27 PAVEMENT	5,250.42	-	-	-	-	5,250.42
5001	BEN-HEM SCHOOL	18,840.06	-	-	-	-	18,840.06
5002	BODEN LN PUMP STATION	54.96	-	-	-	-	54.96
5003	COMPUTER EQUIPMENT (CLOSED)	9,019.77	-	-	-	-	9,019.77
5004	I/NET EQUIPMENT	-	-	-	-	-	-
5005	MORSE LIBRARY	8316.22	-	-	-	-	8,316.22
5006	CURBING BODEN LANE	17,763.83	17,763.83	-	-	-	-
5007	STREET LIGHTS	16,000.00	-	-	-	-	-
5008	WATER TREATMENT PLANT	28,492.46	-	-	-	-	-
5009	WILSON MIDDLE SCHOOL	337.75	-	-	-	-	337.75
5010	DPW FACILITY	15,359.00	-	-	-	-	15,359.00
5011	HIGHWAY CHAPTER 90 (closed projects)	1,367.19	-	-	-	-	1,367.19
5012	LAND ACQUISITIONS	30,488.43	-	-	-	-	30,488.43
5015	PEGAN COVE/LAKE COCH	2,863.99	-	-	-	-	2,863.99
5016	BROWN SCHOOL	13,196.51	-	-	-	-	13,196.51
5017	FIRE TRUCK	47,441.31	-	-	-	-	47,441.31
5018	GOB 1015	3,912.45	-	-	-	-	3,912.45
5019	ENGINE 4 REPLACEMENT	424.00	-	-	-	-	424.00
5020	STREET SWEEPER H-62	255.73	-	-	-	-	255.73
5021	TRUCK/LF-5	95.06	-	-	-	-	95.06
5021	ENGINE 5	1,390.99	-	-	-	-	1,390.99
5021	HIGHWAY TRASH PACKERS	2,041.10	-	-	-	-	2,041.10
5021	TRASH PACKERS	1,660.41	-	-	-	-	1,660.41
5021	CAPITAL IMPRVT BAN #713K	36.55	-	-	-	-	36.55
5022	C/P SWK CLERISE/SOLBRK RD	410,634.87	-	-	-	-	410,634.87
5023	SPRING PARK	32,500.76	-	-	-	-	32,500.76
5024	PHASE 5	316,621.52	-	-	-	-	316,621.52
5025	6-2 KMS	932,500.32	-	-	-	-	932,500.32
5026		50.00	-	-	-	-	50.00

FUND NUMBER	DESCRIPTION	BEG. BALANCE 6/30/2013	ACTUAL EXPENDITURES	ACTUAL REVENUES	Transfer In/Out	ENCUMBRANCE	BALANCE 6/30/2014
5027	ART5-3 FTM 07 REPLACE H-4	22.33	-	-	-	-	22.33
5027	ART12 FTM 07 REPLACE W	749.41	-	-	-	-	749.41
5028	HS FEASIBILITY STUDY	-	-	-	-	-	-
5029	ATM08 ART 9 REPLACE VOTING MACHINES	-	-	-	-	-	-
5029	ATM08 ART 9 REPLACE SIDEWALK TRACTOR	-	-	-	-	-	-
5030	POLICE/FIRE HVAC	4,998.78	-	-	-	-	4,998.78
5030	PLEASANT ST BRIDGE MATERIALS	-	-	-	-	-	-
5031	ART 6/7 NATICK HIGH SCHOOL CONSTRUCTION	2,439,946.87	1,113,908.68	32,627.00	-	-	1,358,665.19
5032	ART 1 NEW SENIOR CENTER	473,345.14	232,070.05	-	-	15,301.78	225,873.31
5033	ART 9 SPG	25.00	-	-	-	-	25.00
5034	REPLACE H-45 TRUCK ART 9 SPG 10	15,386.10	-	-	-	-	15,386.10
5035	REPLACE H-44 TRUCK ART 9 SPG 11	-	-	-	-	-	-
5036	C/P LINDFELT/GOLF COURSE GOB \$9,390,000	-	-	-	-	-	-
5037	C/P MUN OIL TNN GOB \$925,000	-	-	-	-	-	-
5038	SEWER I/J AUTH VARIOUS	11,118.44	-	-	-	-	11,118.44
5039	OAK ST SOCCER FIELD	101,415.45	-	-	-	-	101,415.45
5040	C/P WATLINE LKSHIRE GOB \$1,040,000	1,034.56	-	-	-	-	1,034.56
5041	C/P WATLINE LKSHIRE GOB \$1,040,000	28,094.21	-	-	-	-	28,094.21
5042	ART 12B 7,8,9,12,13,15 & 16 ADD'L EQUIP	150,106.21	-	-	-	-	150,106.21
5042	ART 12B-8 4/11 SIDEWALK MACHINE	120,000.00	-	-	-	-	120,000.00
5042	ART 12B-9 4/11 SIDEWALK MACHINE	-	-	-	-	-	-
5042	ART 12B-9 4/11 BACKHOE H-59	1.00	-	-	-	-	1.00
5042	ART 12B-10 4/11 REPLACE H-40	-	-	-	-	-	-
5042	ART 12B-12 4/11 REPLACE LF-6	10,022.81	9,975.88	-	-	-	46.93
5042	ART 12B-13 4/11 LF-14 & LF-15	-	-	-	-	-	-
5042	ART 12B-7 4/11 REPLACE H-45	2,352.39	-	-	-	-	2,352.39
5042	ART 12B-16 4/11 RECREATION BUS 2	6,416.88	-	-	-	-	6,416.88
5043	ART 13B-4 4/11 RE-ROOF DPW	99,000.00	2,895.31	-	-	-	96,104.69
5043	ART 13B-4 4/11 RECONFIGURE ELIOT SCHOOL	30,356.69	-	-	-	-	30,356.69
5043	ART 13B-8 4/11 COLE INTERIOR RENOVATIONS	100,142.94	-	-	(100,000.00)	-	142.94
5043	ART 13B-9 4/11 COLE NORTH FIELD	-	-	-	-	-	-
5045	ART 10-2 FY12 KODY STEAM CONVERTER & HOT WATER	220,000.00	-	-	-	-	220,000.00
5045	ART 10-2 FY12 JOHNSON - REPAVE DRIVEWAYS	75,000.00	75,000.00	-	-	-	-
5046	ART 15B STN 2012 SNOW MELTER	-	-	-	-	-	-
5046	ART 15B STN 2012 FRONT LOADER H-55	-	-	-	-	-	-
5046	ART 15B STN 2012 DUMP TRUCK H-42	51,513.63	44,236.21	-	-	-	7,277.42
5046	ART 15B STN 2012 DUMP TRUCK H-42	61,466.10	-	-	-	-	61,466.10
5046	ART 15B STN 2012 DUMP TRUCK W FLOW LF-3	1,438.79	-	-	-	-	-
5047	ART 16B 4/12 BLDG SECURITY CAMERAS	6,261.65	-	-	-	-	-
5047	ART 16B 4/12 BLDG SECURITY CAMERAS	113,500.00	64,450.00	-	-	6,261.65	49,050.00
5047	75 WEST ST RENOVATIONS	711,100.00	7,225.00	-	-	-	703,875.00
5048	RECYCLING PKRS-ART 58 FTM '12	105,429.00	50,988.86	-	-	4,431.25	50,008.89
5049	BOND REFUNDING FY12	-	-	-	-	-	-
5050	ART 6B 10/2012 KENNEDY ELECTRICAL	139,760.00	63,083.41	-	-	-	76,676.59
5051	ART 6B 10/2012 PINE ST ROAD IMP	244,211.25	102,878.50	-	-	-	141,332.75
5051	ART 6B 10/2012 COTTAGE ST ROAD IMP	250,000.00	-	-	-	-	250,000.00
5052	BOND REFUNDING FY13	1,614,935.00	-	-	-	-	-
5053	ART 13B-9 RECYCLING TOTERS FY14 STM	-	1,614,935.00	570,000.00	-	-	-
5053	ART 13B-10 REPLACE H-51 (HOOKLIFT) FY14 ATM	-	219,488.37	228,745.00	-	-	9,256.63
5053	ART 13B-11 REPLACE H-48 TRUCK/SNDR/FLOW FY14 STM	-	130,225.75	190,000.00	-	-	59,774.25
5054	ART 14B-2 RECONFIGURE DISPATCH	-	119,514.46	230,000.00	-	94,210.90	16,274.64
5054	ART 14B-1 BEN-HEN ENLARGE KINDERGARTEN PLYGRD	-	175,000.00	175,000.00	-	-	-
5054	ART 14B-4 RETAINING WALL/CEMENTERY FY14 STM	-	57,869.00	400,000.00	-	-	342,131.00
5054	ART 14B-3 ROADS (COLLECTOR/ARTERIAL) FY14 STM	-	300,000.00	400,000.00	-	-	-
5054	ART 14B-9 MEMORIAL SCHOOL BOILER FY14 STM	-	400,000.00	400,000.00	-	-	-
5054	ART 14B-10 POLICE ROOFTOP HVAC FY14 STM	-	31,709.84	180,000.00	-	-	148,290.16

FUND NUMBER	DESCRIPTION	BEG BALANCE 6/30/2013	ACTUAL EXPENDITURES	ACTUAL REVENUES	Transfer In/Out	ENCUMBRANCE	BALANCE 6/30/2014
5054	ART 148-6 FIELD FENCE WORK-MURPHY/COOLIDGE STM	-	65,322.93	140,750.00	-	72,792.07	2,635.00
5054	ART 148-7 MEMORIAL SCHOOL LIGHTING STM	-	66,755.56	125,000.00	-	57,500.00	744.44
5054	ART 148-8 JJ LANE PARKSTM	-	109,690.00	110,000.00	-	-	310.00
5055	ART 188-4 REPLACE FIRE ENGINE 5 (FTM 2013)	-	-	520,000.00	-	461,108.39	58,891.61
5055	ART 188-8 REPLACE H-62 STREET SWEEPER (FTM 2013)	-	-	185,000.00	-	-	3,543.28
5055	ART 188-7 REPLACE S-35 PACKER (FTM 2013)	-	181,456.72	-	-	-	275,000.00
5055	ART 188-1 BEN HEN DDC CONTROL (FTM 2013)	-	3,209.69	-	-	-	(3,209.69)
5056	ART 18E BOILER/DDC COLE CTR (FTM 2013)	-	-	-	100,000.00	-	100,000.00
5057	ART 198 DRAINAGE WILLOW STREET (FTM 2013)	-	-	350,000.00	-	-	350,000.00
5057	ART 198, 19E REPLACE JOHNSON WINDOWS (FTM 2013)	-	161,253.96	175,000.00	125,000.00	138,746.04	-
5057	ART 19B COLE NORTH FIELD IMP (FTM 2013)	-	-	400,000.00	-	-	400,000.00
5060	BOND REFUNDING FY14	-	-	5,687,049.73	-	-	5,687,049.73
6010	SASSAMON - PAVING OF CART PATHS	(116,046.46)	-	117,000.00	-	-	953.54
6530	ART 12C-19 W/S RADIO TRANS	70.05	3,078.24	-	10,000.00	-	6,921.76
6531	ART 13-4 4/11 DPW VEHICLE STORAGE	66,000.00	-	-	-	-	70.05
6531	ART 13-13 4/11 GROUND WATER WELLS	(1,407.00)	(1,488.20)	-	-	-	66,000.00
6531	ART 13-14 4/11 VED INSTALL & Ctls	224,865.35	17,773.56	-	-	-	181.20
6532	ART 10 FY12 RENOVATIONS 75 WEST ST	504,000.00	-	-	-	-	207,091.79
6535	ART 12 FY10 REPLACE W-3	-	-	-	-	-	504,000.00
6535	ART 13 FY10 SEWER MAIN RELINING	57.53	-	-	-	-	57.53
6535	ART 13 FY10 ELM BANK REHAB	11,442.34	-	-	-	-	11,442.34
6535	ART 13 FY10 SPRINGVALE I	-	-	-	-	-	-
6535	ART 13 FY10 BROADS HILL FOREST	36,573.82	5,985.00	-	-	-	30,588.82
6535	ART 13 FY10 SEWER PUMP REPAIR	-	-	-	-	-	-
6536	ART 14C-21 SPRINGVALE - VALVES/FILTERS FY14 STM	33,272.15	-	-	-	-	-
6536	ART 16C SPG 12 FILTER MOD SPRINGVALE	1,603,956.43	23,527.34	-	-	-	9,744.81
6536	ART 16C SPG 12 FORCE MAIN BRAD/PAM	28,245.14	-	-	-	-	1,603,956.43
6537	SEWER SYSTEM REHAB 15E 4/12	357,900.00	28,245.14	-	102,000.00	107,808.75	-
6538	ART 14C-16 REPLACE GROUND WATER WELLS FY14 STM	-	-	300,000.00	-	-	16,126.15
6538	ART 14C-17 TOWN FOREST ROOF COATING	-	19,989.21	-	-	-	280,010.79
6538	ART 14C-19 PRIME PARK PUMP STN WELL FY14 STM	-	21,469.19	220,000.00	-	-	198,530.81
6538	ART 14C-20 SPRINGVALE ENERGY UPGRADES FY14 STM	-	21,078.89	150,000.00	-	-	128,921.11
6538	ART 14C-21 SPRINGVALE VALVES FY14 STM	-	145,032.54	150,000.00	-	-	4,967.46
6538	ART 14C-22 SEWER LINE - CHRUSLER RD FY14 STM	-	1,241.26	100,000.00	-	-	98,758.74
6539	ART 14E SEWER MAIN RELINING FY14 STM	-	35,080.39	48,000.00	-	-	12,919.61
6540	ART 14E MWRA SEWER REHAB FY14 STM	-	20,083.13	1,374,000.00	150,000.00	-	150,000.00
6541	ART 18C REPLACE W-2 DUMP TRUCK/PLOW (FTM 2013)	-	-	220,000.00	-	-	1,353,916.87
6541	ART 18C REPLACE W-14 BACKHOE W PLOW (FTM 2013)	-	130,330.59	135,000.00	-	-	220,000.00
6542	ART 19C SPEEN ST SEWER WORK (FTM 2013)	-	2,841.26	180,000.00	-	-	4,669.41
							177,158.74
TOTAL CAPITAL PROJECTS		12,921,358.54	7,344,336.43	13,668,171.73	262,000.00	988,972.80	18,518,221.04
TOTAL CHAPTER 90 AND CAPITAL PROJECTS		12,844,895.02	8,184,716.74	14,317,163.01	262,000.00	988,972.80	18,250,968.49



	AGENCY FUNDS	BEG BALANCE 6/30/2013	ACTUAL EXPENDITURES	ACTUAL REVENUES	Transfer In/Out	ENCUMBRANCE	BALANCE 6/30/2014
8101	FIRE-ARMS	2,358.20	22,562.50	20,512.50	-	-	508.20
8102	COPY CENTER CHARGES	7,145.37	(20.26)	384.16	-	-	7,1549.79
8103	MISC CASH CHARGES	26,734.01	26,276.21	-	-	-	457.80
8104	DEPOSIT ON BIDS	5,393.10	-	-	-	-	5,393.10
8105	GUARANTEED BND	15,400.00	-	-	-	-	15,400.00

FUND NUMBER	DESCRIPTION	BEG. BALANCE 6/30/2013	ACTUAL EXPENDITURES	ACTUAL REVENUES	Transfer In/Out	ENCUMBRANCE	BALANCE 6/30/2014
8107	BOARD HEALTH MEHA	(203.98)	-	203.98	-	-	-
8108	BLUE CROSS EMPLOYEE	15,765.33	-	-	-	-	15,765.33
8109	POLICE SPECIAL DUTY	(366,675.91)	845,693.39	972,670.76	-	-	(239,698.54)
8110	FIRE SPECIAL DUTY	(115,953.04)	106,392.82	109,433.80	-	-	(12,912.06)
8112	TAX FORECLOSURE	6,275.00	-	-	-	-	6,275.00
8113	NATICK MALL MITIGATION	130.55	-	(130.55)	-	-	-
8114	DISABILITY INS REFN	306.60	-	-	-	-	306.60
8115	ANNUITY	441.01	-	-	-	-	441.01
8117	ENG SITE REVIEW	191.14	-	-	-	-	191.14
8118	PLAN/CONTINENTAL	154.47	-	-	-	-	154.47
8119	CONS COMM/NAT RAC	451.5	-	-	-	-	45.15
8120	PLAN/GOLF LEARN	410.00	-	(410.00)	-	-	75.00
8121	PLAN FOREIGN MOTORS	75.00	-	-	-	-	-
8122	PLAN/NATICK EX PK	265.47	-	(265.47)	-	-	-
8123	PLAN/APPLE HILL	458.77	-	(458.77)	-	-	-
8124	WESTPRK WATER SPL	1,691.7	-	(1,691.7)	-	-	-
8125	PLAN/FAREWELL HEIGHTS	27.04	-	(27.04)	-	-	-
8126	PLAN/WESTPARK I	480.30	-	(480.30)	-	-	-
8127	PLAN/LND TAKING	1,912.21	-	-	-	-	1,912.21
8128	PLAN/QUIKAVA	45.00	-	(45.00)	-	-	-
8129	CABLE/PHEASANT	54.50	-	(54.50)	-	-	-
8130	PLAN/SPEEN/RTE 30	122.16	-	-	-	-	122.16
8131	LMWVC PAR/MEDIC	455.86	-	-	-	-	455.86
8132	MVRA LEACH LN	4,211.38	-	-	-	-	4,211.38
8133	CABLE/HOME DEPOT	2,125.00	-	-	-	-	2,125.00
8134	CABLE/FROST & WIN	450.00	-	-	-	-	450.00
8135	CABLE/MCI METRO	362.50	-	-	-	-	362.50
8136	PLAN/CLOVERLEAF	29.36	-	(29.36)	-	-	-
8137	PLAN/MAYAN DREAM	140.00	-	(140.00)	-	-	-
8138	PLAN/HOME DEPOT	37.50	-	(37.50)	-	-	-
8139	PLAN/ALCONQUIN	121.00	-	(121.00)	-	-	-
8140	PLAN/APPLE HILL	(4.10)	-	-	-	-	(4.10)
8141	PLAN/SIGN BYLAW	(446.68)	-	-	-	-	(446.68)
8142	PLAN/APPLE HILL	(362.61)	-	-	-	-	(362.61)
8143	PLAN/JTX	953.50	-	-	-	-	953.50
8144	PLAN/JTX APPRAISAL	775.00	-	-	-	-	775.00
8145	PLAN/HOMESTEAD	(656.54)	-	656.54	-	-	-
8146	PLAN/MACDONALDS	750.00	-	(750.00)	-	-	-
8147	PLAN/BLOSSOM EST	2,361.00	-	(2,361.00)	-	-	-
8148	PLAN/ALCONQUIN HL	99.69	-	(99.69)	-	-	-
8149	PLAN/910 WORCESTER ST	500.00	-	-	-	-	500.00
8150	PLAN/JTX DRAINAGE	16,241.00	-	-	-	-	16,241.00
8151	PLAN/330 SPEEN	73.82	-	(73.82)	-	-	-
8152	PLAN/322 SPEEN	4,449.02	-	-	-	-	-
8153	PLAN/TRAFFIC IMP	20.76	-	-	-	-	20.76
8154	P/FEE SPRINT	1,192.00	-	-	-	-	1,192.00
8155	PLAN/BOSTON SCIENCE	10,000.00	-	-	-	-	10,000.00
8156	COLOR FEE	8,027.48	23,338.86	16,207.34	-	-	875.96
8157	PLAN NAT/PROMENA	125.00	-	(125.00)	-	-	-
8158	PLAN FEE/SUNOCO	375.00	-	-	-	-	-
8159	PLAN BD/NAT MALL EXP	(9,687.63)	-	-	-	-	375.00
8160	FAN NETWORK	61.74	117.60	-	-	-	(9,687.63)
8161	PLAN/DICKS SPORT	15.00	-	128.62	-	-	72.76
8162	PLAN/LOWES	500.00	-	(500.00)	-	-	-
8163	PLAN/WSHING AV/RTE 135	773.76	-	-	-	-	773.76

FUND NUMBER	DESCRIPTION	BEG. BALANCE 6/30/2013	ACTUAL EXPENDITURES	ACTUAL REVENUES	Transfer In/Out	ENCUMBRANCE	BALANCE 6/30/2014
8164	C/COM SHADOW STUDY	800.00	-	(800.00)	-	-	-
8165	PLAN/EASTERN BANK	6,000.00	-	(6,000.00)	-	-	-
8166	CROSSROADS FOUNDATION	0.54	-	-	-	-	0.54
8167	WIRELESS COMM STUDY	20,132.00	-	-	-	-	20,132.00
8168	PLAN/SO NAT HLS	29,474.66	440.00	150,000.00	-	-	179,034.66
8169	HUNTERS HILL	108.62	-	(108.62)	-	-	-
8170	MATHWORKS TRAFFIC STUDY	100.00	-	(100.00)	-	-	-
8171	LAND DISTRIBUTION	41,345.63	-	6,543.00	-	-	47,888.63
8172	PLAN/CHRYSLR ROAD	2.14	-	(2.14)	-	-	-
8173	VERIZON PEG	288,673.19	506,588.25	393,706.02	2.14	-	175,796.96
8174	WATER TOWER HOOK UP	12,414.77	-	-	-	-	12,414.77
8175	BACON FREE RENOVATIONS	75.00	-	-	-	-	75.00
8176	75 ROCK	18,242.47	-	19,156.60	-	-	37,399.07
8177	CRT RTW SIGNAL	100,000.00	-	-	-	-	100,000.00
8178	COG HOME	18,515.00	-	-	-	-	18,515.00
8179	NALL LANDSCAPE ARCH	5,000.00	-	-	-	-	5,000.00
8180	GLENWOOD UG UTILITIES	20,000.00	-	-	-	-	20,000.00
8182	PAPERBOARD PEER REVIEW	1.52	-	-	-	-	1.52
8183	CC REVIEW	634.20	-	-	-	-	634.20
8184	BRIDGE LN	200.00	-	-	-	-	200.00
8185	FIRE INSPEC	31,770.00	15,700.00	19,400.00	-	-	35,470.00
8186	42 LEACH	30,000.00	-	-	-	-	30,000.00
8187	PLANG HUNTER HILL PEER REVIEW	23.38	-	-	-	-	23.38
8188	PLAN/GYM EXPRESS	600.00	600.00	-	-	-	-
8189	CREDIT UNION REFUND	95.55	-	-	-	-	95.55
8191	CHRYL 408	3,049,510.01	2,727.85	-	(716,200.00)	-	2,330,582.16
8192	MEADOWS II	9,375.00	-	-	-	-	9,375.00
8195	810 GRANT STREET	2,000.00	-	-	-	-	2,000.00
8196	186 EAST CENTRAL	24,200.00	-	-	-	-	24,200.00
8197	COFFEE FUND TOWN HALL	167.74	19,200.00	625.50	-	-	5,000.00
8199	TOWN HALL CAFÉ	-	12,813.32	9,624.79	-	-	(3,188.53)
8200	LIGHT TOWER POLE EASEMENT	3,000.00	-	-	-	-	3,000.00
8201	CREDIT CARD DEPOSIT - COA/POLICE	15.95	-	-	-	-	15.95
8202	ROH WALNUT HILL PERF BOND	6,000.00	6,000.00	-	-	-	-
8203	BERNARDI AUTO - FINDING #7	9,625.00	-	-	-	-	-
8205	PRIMAROSE SCHOOL FUND	-	9,500.00	1,490.00	-	-	(8,010.00)
8206	FEDEX MITIGATION 6A	-	-	75,000.00	-	-	75,000.00
8207	FEDEX LANDSCAPING BOND	-	12,963.95	25,400.00	-	-	25,400.00
8900	BENHEM	(3,606.18)	-	-	-	-	(4,015.25)
8901	BROWN	(1,448.60)	-	-	-	-	(1,448.61)
8902	JOHNSON	210.87	-	(0.01)	-	-	210.87
8903	LILJA	202.21	0.39	-	-	-	202.60
8904	MEMORIAL	497.09	497.09	-	-	-	-
8905	KENNEDY	82,419.70	91,065.51	91,065.51	-	150.00	51,708.81
8906	WILSON	43,213.00	71,982.40	78,816.32	-	6,433.42	50,634.82
8907	HIGH SCHOOL	50,234.32	360,505.55	357,948.54	-	794.00	237,628.43
8950	NATICK RETIREMENT BOARD	240,979.44	177,704.51	155,689.47	-	-	(21,835.75)
		179.29	-	-	-	-	-
	TOTAL AGENCY FUNDS	3,703,959.24	2,314,197.73	2,503,914.78	(725,822.86)	7,377.42	3,160,473.87

EMPLOYEE ANNUAL EARNINGS
Calendar Year 2014

Last Name	First Name	Job Title	BASE	OVERTIME	OTHER	GROSS
<u>SELECTMAN</u>						
WHITE	MARTHA	TOWN ADMINISTRATOR	166,807.12			166,807.12
CHENARD	WILLIAM	DEPUTY TOWN ADMINISTRATOR	126,369.18		4,443.88	130,813.06
TOWNE	JEFFREY	DEPUTY TA / FIN DIRECTOR	126,600.00		2,790.00	129,390.00
CARR	MARILYN	PERSONNEL COORDINATOR	2,550.00			2,550.00
CHALLIS	DONNA	EXECUTIVE ASSISTANT P/TIME	51,126.65		498.26	51,624.91
CLARK	LINDA	BENEFIT MANAGER	60,651.46		1,507.23	62,158.69
FARRAR	SARAH	PERSONNEL COORDINATOR	36,153.80			36,153.80
FLEMING	MAUREEN	EXECUTIVE ASSISTANT	62,765.48		622.57	63,388.05
LESHOWITZ	AMANDA	EXECUTIVE ASSISTANT PTIME	2,530.85			2,530.85
TRANFAGLIA	RICHARD	DIRECTOR PERSONNEL	103,341.76		3,776.78	107,118.54
WALTERS YOUNG	MICHAEL	DEPUTY TA / FIN DIRECTOR	13,515.09		5,518.66	19,033.75
WILES	ANN	DEPARTMENTAL SUPPORT PERS	6,358.27		112.00	6,470.27
WILSON MARTIN	JILLIAN	SUSTAINABILITY COORD	9,000.00			9,000.00
			767,769.66		19,269.38	787,039.04
<u>COMPTROLLER</u>						
CAHILL	VIRGINIA	COMPTROLLER	105,082.61		3,973.48	109,056.09
MEYER	DEBORAH	CLERK PART-TIME H3	10,576.85			10,576.85
ROCHE	PETER	PROCUREMENT OFFICER	74,402.61		490.68	74,893.29
SHAUGHNESSY	MARGARET	STAFF ACCOUNTANT	39,959.74		3,046.81	43,006.55
SKIPPER	JULIE	PAYROLL MANAGER	53,244.61		1,025.98	54,270.59
TOMASETTI	CYNTHIA	ASSISTANT COMPTROLLER	69,666.90		1,073.86	70,740.76
			352,933.32		9,610.81	362,544.13
<u>FINANCE DEPARTMENT</u>						
SHERMAN	DEBBIE JO	SPECIAL ASSISTANT TO FIN DIR	57,655.53		799.57	58,455.10
			57,655.53		799.57	58,455.10
<u>TREASURER/COLLECTOR</u>						
PRICE	STEPHEN	COLLECTOR TREASURER	35,134.60			35,134.60
GOLDMAN	ALLISON	ADMINISTRATIVE ASSISTANT	41,291.86	989.04	27.99	42,308.89
JANKOWSKI	THADDEUS	COLLECTOR TREASURER	61,875.01		13,538.46	75,413.47
KELLEY	ELIZABETH	ASSISTANT COLLECTOR/TREASURER	28,643.40			28,643.40
PHILBEN	VICKIE	DEPARTMENT ASSISTANT P/TIME	685.80			685.80
PILLA	JUSTINA	ADMINISTRATIVE ASSISTANT	48,044.30	2,159.17	24.90	50,228.37
REDDOCH	TERESA	ADMINISTRATIVE ASSISTANT	43,138.55	1,364.14	774.90	45,277.59
SPENCER	MARGARET	DEPARTMENTAL SUPPORT PERS	18,118.93			18,118.93
PHILLIPSON	CATHERINE	ADMINISTRATIVE ASSISTANT	38,519.57	190.58	21.18	38,731.33
WURTH	CAROL	EXECUTIVE ASSISTANT 1116 CLKS	52,815.97	1,212.33	801.56	54,829.86
			368,267.99	5,915.26	15,188.99	389,372.24
<u>ASSESSOR</u>						
DANGELO	JANICE	DIRECTOR OF ASSESSING	100,257.62		2,342.43	102,600.05
CONRAD	LORNA	EXECUTIVE ASSISTANT 1116 CLKS	51,230.52	995.11		52,225.63
HANSBERRY	ANN	ADMINISTRATIVE ASSISTANT	44,968.30			44,968.30
MARSHALL	CARL	ASSISTANT ASSESSOR	71,060.36		838.26	71,898.62
NIEDBALA	CAROL	ASSISTANT ASSESSOR	71,758.53		844.14	72,602.67
			339,275.33	995.11	4,024.83	344,295.27
<u>TOWN CLERK</u>						
PACKER	DIANE	TOWN CLERK	78,000.00		2,000.00	80,000.00
BLATZ	DEBRA	ADMINISTRATIVE ASSISTANT	48,068.71	1,057.62		49,126.33
GRAVELINE	KERRY	EXECUTIVE ASSISTANT 1116 CLKS	51,228.96	852.77	500.00	52,581.73
HANSEN	NANCY	ADMINISTRATIVE ASSISTANT	48,068.71	943.36		49,012.07
			225,366.38	2,853.75	2,500.00	230,720.13

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REGISTRARS

AWKWARD	ROBERT	ASSISTANT REGISTRAR	965.16		965.16
LAFLEUR	SANDRA	ASSISTANT REGISTRAR	965.16		965.16
NORTHGRAVES	NANCY	ASSISTANT REGISTRAR	965.16		965.16
PACKER	DIANE	REGISTRAR	1,377.96		1,377.96
			4,273.44		4,273.44

COMMUNITY DEVELOPMENT

REFFETT	PATRICK	DIRECTOR COMMUNITY DEVELOPMENT	92,580.10	1,859.87	94,439.97
BOIS	ROBERT	CONSERVATION AGENT	42,285.76	23,653.36	65,939.12
CALHOUN	SUSAN	ADMINISTRATIVE ASSISTANT	48,068.71	3,694.27	52,512.98
CONNELLY	MICHAEL	LOCAL BUILDING INSPECTOR	70,782.60		949.15
COX	MAEGAN	ADMINISTRATIVE ASSISTANT	46,744.59	2,358.94	49,103.53
GALLERANI	MICHAEL	ECONOMIC DEVELOPMENT PLANNER	36,346.21		2,956.74
GREEL	ANN	EXECUTIVE PLANNING ASSISTANT	55,952.77	14,852.12	2,669.47
GUSMINI	DAVID	BUILDING COMMISSIONER	90,415.41		893.02
LIBBY	ERIC	LOCAL BUILDING INSPECTOR	64,439.06		530.79
MERKEL	JOSEPH	HOUSING/GENERAL PLANNER	73,612.12		370.08
			621,227.33	20,905.33	676,765.14

INSPECTORS

BOURET	KEVIN	INSPECTOR OF WIRING	11,089.61		11,089.61
CHAVIOUS	SCOTT	INSPECTOR OF WIRING	47,634.53		47,634.53
DEMPSEY	ROBERT	INSPECTOR OF PLUMBING	4,954.77	28,240.15	33,194.92
LESSARD	GEORGE	INSPECTOR OF PLUMBING	1,899.84		1,899.84
			65,578.75	28,240.15	93,818.90

FACILITY MANAGEMENT

COMERFORD	PAUL	FACILITY SERVICES DIRECT-BW	108,119.97	0.00	108,119.97
AHEARN	ALEJANDRO	MAINTENANCE TEMPORARY HELP	1,471.22	0.00	1,471.22
ALLEN	MICHAEL	CUSTODIAN - JR II AFTERNOON	34,003.53	990.37	35,652.86
ASSENCOA	WALTER	CUSTODIAN - JR I NIGHT	43,416.99	7,066.94	51,829.52
BASTIEN	JEFFREY	CUSTODIAN - JR II AFTERNOON	43,972.02	7,006.61	51,859.63
BRISKIN	ELI	MAINTENANCE TEMPORARY HELP	1,473.43		1,473.43
CALDERON	ISMAEL	CUSTODIAN - JR I NIGHT	35,828.56	6,172.27	42,416.27
CARTER	JEFFREY	CUSTODIAN SR II	50,053.73	5,730.99	57,029.85
CHAPSKI	LAWRENCE	CUSTODIAN - JR I AFTERNOON	42,896.99	3,351.96	47,093.70
COXALL	KEVIN	MAINTENANCE MANAGER	76,141.76		1,377.18
CRESPI	JORDAN	MAINTENANCE TEMPORARY HELP	2,422.95		2,422.95
CUMMINGS	BRIAN	MAINTENANCE TEMPORARY HELP	4,017.96		4,017.96
D'AGOSTINO	MARK	CUSTODIAN - JR II AFTERNOON	42,653.90	4,102.22	47,227.67
FAMANIA	CARLOS	CUSTODIAN - SR I DAY	47,819.63	14,462.68	63,755.69
FAMANIA	GILBERTO	CUSTODIAN ASSISTANT NIGHT	44,876.57	3,087.41	48,948.54
FLAHERTY	PATRICK	MAINTENANCE TEMPORARY HELP	2,681.50		2,681.50
FOWLER	CHRIS	CUSTODIAN - JR I NIGHT	43,416.99	6,981.09	758.64
GALAN	LUIS	CUSTODIAN - JR II AFTERNOON	43,972.02	6,954.48	1,093.46
GILBERT	CHRIS	CUSTODIAN - SR I DAY	45,655.65	4,524.20	3,983.45
GILBERT	SHAWN	CUSTODIAN - SR I DAY	48,051.36	6,152.61	2,426.26
GRAHAM	AARON	MAINTENANCE TEMPORARY HELP	1,651.94	0.00	0.00
HALLORAN	DANIEL	CUSTODIAN - JR I AFTERNOON	35,380.92	1,569.84	382.72
HARRIS	ROBERT	CUSTODIAN - JR I AFTERNOON	42,733.55	2,225.74	1,254.84
HARVEY	EDWARD	CUSTODIAN - JR II AFTERNOON	44,676.81	4,849.79	2,607.02
HEGARTY	KYLE	MAINTENANCE TEMPORARY HELP	12,285.76		12,285.76
HENDERSON	PETER	CUSTODIAN ASSISTANT NIGHT	46,609.48	1,379.48	3,928.67
HENDERSON	JAMES	MAINTENANCE TEMPORARY HELP	3,736.27		3,736.27
HEYDE	MICHAEL	MAINTENANCE TEMPORARY HELP	3,751.28		3,751.28
HILL	JAMES	CUSTODIAN - SR I DAY	47,836.72	15,382.57	2,013.20
JORDAN	CHRISTOPH	CUSTODIAN - SR I DAY	42,978.22	7,911.51	1,422.13
KENNEY	PATRICK	CUSTODIAN - JR I NIGHT	42,009.89	6,876.06	407.82
KORPI	ERIKA	CUSTODIAN - JR I AFTERNOON	31,097.80	2,411.11	250.00
LAROSA	LEONARD	CUSTODIAN - SR I DAY	47,836.72	3,754.24	1,295.11
LAUZON	ANDREW	MAINTENANCE TEMPORARY HELP	3,511.72		3,511.72

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LAVEZZO	JAMES	FAC MAIN-SUPRVSr CUSTODIANS	51,784.60		6,667.27	58,451.87
LEBLANC	CHRISTOPH	MAINTENANCE TEMPORARY HELP	2,695.02			2,695.02
LEVINE	TYLER	MAINTENANCE TEMPORARY HELP	3,769.64			3,769.64
LINDSEY	GERARD	CUSTODIAN - JR II AFTERNOON	40,776.62	1,435.42	478.03	42,690.07
LUBINSKI	ROBERT	CUSTODIAN - JR I AFTERNOON	42,896.99	8,987.13	1,018.12	52,902.24
LUZ	STEPHANIE	SPECIAL ASST MAINT DIRECTOR	55,562.98		707.72	56,270.70
MALEY	CHARLES	MAINT MECHANIC IV	26,616.02	6,549.87	672.67	33,838.56
MELLISH	CAROLYN	MAINTENANCE III	50,792.55	3,847.96	1,303.79	55,944.30
MILLER	DEIRDRE	CUSTODIAN - JR I AFTERNOON	41,473.11	7,769.24	405.82	49,648.17
MOORES	DAVID	CUSTODIAN SR III	54,956.21	13,948.75	2,896.12	71,801.08
MOORES	DAVID	MAINTENANCE II	37,001.96	856.53	387.76	38,246.25
MORRISON	SCOTT	MAINTENANCE TEMPORARY HELP	2,759.30			2,759.30
NOONAN	KENNETH	MAINTENANCE III	48,850.65	417.10	439.70	49,707.45
OTERO	OSCAR	CUSTODIAN - SR I DAY	48,075.88	14,063.29	788.86	62,928.03
PLANT	MARK	CUSTODIAN - SR I DAY	46,732.05	8,676.47	837.49	56,246.01
PORTER	EDWARD	MAINTENANCE III	48,039.24	6,235.57	430.42	54,705.23
RAMALHO	JOHN	CUSTODIAN - JR I DAY	41,856.99	3,380.75	1,274.09	46,511.83
REPELLA	TIMOTHY	CUSTODIAN - SR I DAY	47,464.98	6,162.91	2,839.22	56,467.11
RICHARD	MAURICE	MAINT MECHANIC IV	64,056.11	9,401.27	239.94	73,697.32
RINES	DAVID	CUSTODIAN - SR I DAY	44,845.44	11,309.42	407.86	56,562.72
RODRIGUES	DAVID	CUSTODIAN SR II	50,053.73	13,330.30	775.15	64,159.18
RUTKOWSKI	RONALD	MAINT MECHANIC IV	65,634.95	23,711.48	1,575.78	90,922.21
TOTT	PHILLIP	CUSTODIAN - JR I AFTERNOON	4,645.34	199.08	796.34	5,640.76
VALLE	ROBERT	CUSTODIAN SR II	53,884.21	12,902.31	5,416.19	72,202.71
VELASTEGUI	TIMOTHY	MAINTENANCE TEMPORARY HELP	282.38			282.38
WATKINS	ANDREW	MAINTENANCE TEMPORARY HELP	3,947.97			3,947.97
WHITE	GREGORY	CUSTODIAN - SR I DAY	36,831.05	3,015.83	680.40	40,527.28
WHITE	RICHARD	MAINTENANCE TEMPORARY HELP	1,438.78			1,438.78
WIGHT	JAMES	CUSTODIAN - JR I AFTERNOON	37,652.25	3,388.52	391.26	41,432.03
WRIGHT	DREW	MAINTENANCE TEMPORARY HELP	19,195.45			19,195.45
ZICKO	JOHN	CUSTODIAN - JR I NIGHT	43,416.99	5,717.81	2,623.04	51,757.84
			2,287,033.25	288,251.18	65,573.90	2,640,858.33

WEIGHTS/MEASURES

MULVEY	JOSEPH	SEALER OF WEIGHTS & MEASURES	14,657.52			14,657.52
			14,657.52			14,657.52

COMMUNITY SERVICES

LAMBERT	JEMMA	DIRECTOR OF COMMUNITY SERVICES	100,461.46		1,492.37	101,953.83
SENIOR CENTER						
RAMSEY	SUSAN	DIRECTOR COA/HUMAN SERV	8,307.69			8,307.69
BROWN	ANNA	CLERK PART-TIME H4	1,576.30			1,576.30
BUDD	DEBRA	OUTREACH COORDINATOR	46,509.80		459.38	46,969.18
CARR	THERESA	ADMINISTRATIVE ASSISTANT	46,656.83		750.00	47,406.83
CHECKET	HELEN	SOCIAL WORKER COORDINATOR	63,160.75		802.63	63,963.38
COLLARI	PATRICIA	CLERK PART-TIME H3	1,828.91			1,828.91
COLON	KENNETH	BUILDING MONITOR PART TIME	12,286.17			12,286.17
EBELING	ALLAN	BUILDING MONITOR PART TIME	1,653.92		48.34	1,702.26
EDWARDS	KAREN	VOLUNTEER COORDINATOR FTIME	11,863.90			11,863.90
FAGAN	ELIZABETH	SPECIAL ASSIST TO DIR COM SERV	51,826.81			51,826.81
FLEMING	BRIAN	BUILDING MONITOR PART TIME	5,114.56		91.50	5,206.06
FRUNEAUX	MARCO	BUILDING MONITOR PART TIME	1,820.50			1,820.50
HUGHES	AMANDA	DEPARTMENT ASSISTANT	38,395.34			38,395.34
KENNEDY	JEFFREY	BUILDING MONITOR PART TIME	11,976.72			11,976.72
KIRBY	SHARON	PROGRAM ASSISTANT	17,452.53		104.16	17,556.69
MCNALLY	LORRAINE	ASSIST DIRECTOR COUNCIL AGING	26,319.82			26,319.82
MUNNS	MOIRA	DIRECTOR COA/HUMAN SERV	43,885.05			43,885.05
MURRAY	MIGNONNE	ASSIST DIRECTOR COUNCIL AGING	38,289.28		1,779.86	40,069.14
PLAYER	CHRISTINA	SOCIAL WORKER	21,330.46			21,330.46
QUINN	LAWRENCE	BUILDING MONITOR PART TIME	3,976.83			3,976.83

RECREATION

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MARSHALL	JONATHAN	DIRECTOR PARKS & REC SVS	78,610.08	1,647.61	80,257.69
BOUDREAU	COURTNEY	LEADER	233.10		233.10
SIMONELLI	MICHAEL	LEADER	1,126.65		1,126.65
WILBUR	BRIAN	SPECIALIST	483.00		483.00
ADELMANN	DERMOT	ATTENDANT	2,683.60		2,683.60
ALFARO	ABIGAIL	LEADER	3,113.18		3,113.18
ALLEN	SANDRA	LEADER	851.66		851.66
ALLEN	ROSS	ASSISTANT LEADER	2,149.27		2,149.27
ALSTON	BROOKE	ATTENDANT	1,717.38		1,717.38
APESECHE	TYLER	SPECIALIST	269.83		269.83
ARTHUR	NICHOLAS	SPECIALIST	50.68		50.68
ASHTON	ELIZABETH	SPECIALIST	3,413.84		3,413.84
BAPTISTE	BENJAMIN	TIMER/SCORER	1,274.31		1,274.31
BERSIN	JACOB	ASSISTANT DIRECTOR	2,095.84		2,095.84
BONILLA	KATHERIN	SPECIALIST	4,082.13		4,082.13
BONILLA	RICARDO	LEADER	2,258.48		2,258.48
BOYNTON	ANDREW	TIMER/SCORER	756.09		756.09
BRANDT	JASON	ADULT CONTRACTOR	743.58		743.58
BRIDGE	JEFFREY	CERTIFIED SPORTS OFFICIAL	764.40		764.40
BURKE	MICHAEL	SPECIALIST	5,949.04		5,949.04
CALDERON	MICHAEL	SPECIALIST	4,248.65		4,248.65
CALDWELL	KEVIN	SPECIALIST	4,363.90		4,363.90
CANNEY	CAROLINE	LEADER	1,864.51		1,864.51
CARNEY	MEGAN	SR. COUNSELOR	3,248.25		3,248.25
CARR	ANNE-MARI	ASSISTANT DIRECTOR	6,059.17		6,059.17
CARTER	MELISSA	REC SPECIAL NEEDS COORDINATOR	44,706.02		44,706.02
CARTY	STEPHEN	CERTIFIED SPORTS OFFICIAL	649.74		649.74
CARTY	DEREK	CERTIFIED SPORTS OFFICIAL	802.62		802.62
CAVAGNUOLO	JARED	PROGRAM INSTRUCTOR	1,242.70		1,242.70
CECCHI	JENNIFER	HEAD LIFE GUARD	1,325.21		1,325.21
CHAMBERLAIN	LEE	SUPERVISOR MAJOR PROGAMS	2,385.13		2,385.13
CHIZEK	CAROLINE	LEADER	3,097.64		3,097.64
CHOUINARD	MARGARET	ASSISTANT LEADER	1,260.54		1,260.54
CIGNA	LISA	ASSISTANT DIRECTOR	2,805.32		2,805.32
CLARK	JONATHAN	ASSISTANT DIRECTOR	3,302.78		3,302.78
CLOVER	EMILY	LEADER	1,559.87		1,559.87
COBURN	STEPHANIE	SPECIALIST	1,206.90		1,206.90
COFFEY	MARY LOU	DEPARTMENT ASSISTANT	46,551.64	737.72	50,309.57
COFFEY	CHRIS	ASSISTANT DIRECTOR	12,864.55	3,020.21	12,864.55
COFFEY	ALTORIA	SPECIALIST	5,552.46		5,552.46
COFFEY	AMBER-RAE	SPECIALIST	3,099.68		3,099.68
COFFEY	CHRISTOPH	SPECIALIST	8,754.96		8,754.96
COHEN	RICHARD	CERTIFIED SPORTS OFFICIAL	687.96		687.96
COHEN	ANGELA	TIMER/SCORER	46.54		46.54
COHEN	LEAH	SPECIALIST	4,735.98		4,735.98
COLELLA	ANDREW	ASSISTANT DIRECTOR	2,258.94		2,258.94
CONAWAY	RHONDA	ASSISTANT DIRECTOR	7,975.59		7,975.59
CONAWAY	RICHARD	LEADER	3,401.41		3,401.41
CONAWAY	PATRICK	LEADER	3,046.95		3,046.95
CONDON	KIMBERLY	SUPERVISOR MAJOR PROGAMS	11,094.42		11,094.42
COSMOS	PHILLIP	SPECIALIST	101.15		101.15
COTTER	JUSTIN	ASSISTANT DIRECTOR	2,103.99		2,103.99
COTTON	KENNETH	CERTIFIED SPORTS OFFICIAL	687.96		687.96
COTTON	JAKE	LIFE GUARD	3,417.84		3,417.84
COUPER	SUSAN	CAMP NURSE	13,446.25		13,446.25
CUGINI	SUSAN	ADULT CONTRACTOR	242.80		242.80
CUMMINS	VICTORIA	ASSISTANT LEADER	2,279.97		2,279.97
CUTLER	NADINE	LEADER	3,406.59		3,406.59
DANIELSON	AMY	SPECIALIST	9,123.43		9,123.43

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DANNIN	SARAH	LEADER	3,114.11		3,114.11
DAWSON	NICHOLLAS	SPECIALIST	2,268.68		2,268.68
DESVEAUX	SANDRA	SPECIALIST	890.34		890.34
DIXON	JUDITH	SUPERVISOR MAJOR PROGAMS	2,934.41		2,934.41
DIXON	NOAH	ATTENDANT	2,191.80		2,191.80
DUCA	JORDAN	ASSISTANT LEADER	1,577.79		1,577.79
DUNN	SEYCHELLE	SPECIALIST	3,959.30		3,959.30
ECKLES	CARLY	WATER SAFETY INSTRUCTOR	6,225.07		6,225.07
EHLE	CAMERON	SR. COUNSELOR	2,678.90		2,678.90
FAIR	KEVIN	SPECIALIST	4,190.51		4,190.51
FAIR	ARTHUR	LEADER	664.89		664.89
FARRELL	MOLLY	LEADER	2,315.76		2,315.76
FEAK	DANIEL	SPECIALIST	2,754.59		2,754.59
FERRARO	MICHAEL	CERTIFIED SPORTS OFFICIAL	668.85		668.85
FINKELSTEIN	DEBORAH	SPECIALIST	2,331.34		2,331.34
FITZGIBBONS	MATTHEW	SPECIALIST	3,720.88		3,720.88
FLEMING	KATHLEEN	PROGRAM INSTRUCTOR	2,586.55		2,586.55
FOLEY	ERICKA	LEADER	182.40		182.40
FOLEY	DILLON	ATTENDANT	1,084.25		1,084.25
FOLEY	KATY	PLAYGROUP STAFF - MANAGER	1,691.68		1,691.68
FRECHETTE	MATTHEW	DIRECTOR MEDIUM SIZED PROGRAMS	1,027.53		1,027.53
FRESE	JOHN	SPECIALIST	4,183.28		4,183.28
FRIEDMAN	AARON	DIRECTOR REC PROGRAM / SP EVEN	63,158.62	520.27	63,678.89
FULLER	DEMETRIUS	SUPERVISOR MAJOR PROGAMS	1,642.05		1,642.05
GALANTE	LOUIS	CERTIFIED SPORTS OFFICIAL	993.72		993.72
GARRITY	ELISE	LEADER	3,543.12		3,543.12
GAZIANO	JUSTINE	TIMER/SCORER	401.76		401.76
GENASKE	KATHLEEN	ASSISTANT DIRECTOR	7,070.43		7,070.43
GHILANI	STEPHANIE	ASSISTANT LEADER	609.12		609.12
GILES	BRUNO	CERTIFIED SPORTS OFFICIAL	1,146.60		1,146.60
GLICK	ADAM	SPECIALIST	753.00		753.00
GOLDBERG	DANIELLE	ASSISTANT LEADER	25.38		25.38
GOOSE	DANIEL	LEADER	2,517.15		2,517.15
GOOSE	RACHEL	ASSISTANT LEADER	1,429.74		1,429.74
GORMAN	SHAUN	TIMER/SCORER	535.68		535.68
GREENWALD O'BRIE	JESSICA	SUPERVISOR MAJOR PROGAMS	1,792.61		1,792.61
GREGORIAN	SARAH	SUPERVISOR MAJOR PROGAMS	685.24		685.24
GRIESMER	LEE	TIMER/SCORER	1,119.15		1,119.15
GRIFFITH	JOHN	CERTIFIED SPORTS OFFICIAL	764.40		764.40
GRUNDBERG	KALLAN	TIMER/SCORER	736.56		736.56
GULATI	MIRELA	CLERK PART-TIME H3	925.47		925.47
HEDRICK	STEVEN	CERTIFIED SPORTS OFFICIAL	764.40		764.40
HERNANDEZ	SUSAN	CLERK PART-TIME H3	4,979.93		4,979.93
HEUER	WILLIAM	CERTIFIED SPORTS OFFICIAL	1,184.82		1,184.82
HILL	JAMIE	SPECIALIST	3,511.35		3,511.35
HLADICK	CAMERON	LEADER	341.51		341.51
HOSEK	SARAH	SR. COUNSELOR	1,199.35		1,199.35
HOURIHAN	THOMAS	ASSISTANT DIRECTOR	2,813.48		2,813.48
HUBBARD	JAMES	SPECIALIST	3,808.14		3,808.14
HUNTER	CHANTEL	HEAD LIFEGUARD	771.62		771.62
HUTCHINGS	JESSICA	LEADER	2,123.80		2,123.80
IBRAHIM	ADHAM	SPECIALIST	1,654.53		1,654.53
INGHAM	CURTIS	LEADER	2,413.65		2,413.65
JENKINS	GEORGE	SR. COUNSELOR	4,379.69		4,379.69
JENNETT	ALLISON	HEAD LIFEGUARD	5,392.11		5,392.11
JUPPE	JUSTIN	TIMER/SCORER	178.56		178.56
KAUFMAN	ELISSA	ASSISTANT DIRECTOR	1,268.10		1,268.10
KEARNS	KRYSTAL	LEADER	3,232.32		3,232.32
KEEFE	KARLA	SUPERVISOR MAJOR PROGAMS	15,730.00		15,730.00

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KEEFE	DANIEL	ASSISTANT DIRECTOR PARKS/REC	74,746.46	615.69	75,362.15
KEEFE	BRENNA	SPECIALIST	5,381.72		5,381.72
KELLEY	SUSAN	SPECIALIST	3,012.09	5,923.67	8,935.76
KELLEY	JOANNE	SPECIALIST	389.11		389.11
KENNEDY	MEGHAN	LEADER	2,389.27		2,389.27
KENNEDY	VICTORIA	TIMER/SCORER	775.62		775.62
KINUGAWA	MIKI	LEADER	2,916.68		2,916.68
KNOTT	STEVEN	ASSISTANT LEADER	917.01		917.01
KRASA	REBECCA	LEADER	997.89		997.89
KWOK	ADAM	LEADER	3,677.80		3,677.80
LARKIN	JOHN	SPECIALIST	4,450.60		4,450.60
LEE	JARED	PT LABORER RECREATION	777.00		777.00
LEGGETT	KATHERINE	SPECIALIST	1,440.96		1,440.96
LESSARD	GRACE	WATER SAFETY INSTRUCTOR	2,918.91		2,918.91
LETIZIA	CHRISTOPH	ASSISTANT DIRECTOR	2,637.25		2,637.25
LEVINE	SETH	ADULT CONTRACTOR	212.45		212.45
LI	TONG	LIFE GUARD	5,723.69		5,723.69
LIBBY	JEFFREY	WATER SAFETY INSTRUCTOR	12,289.59		12,289.59
LOMBARDO	LINDSAY	TIMER/SCORER	332.01		332.01
LONDON	JILL	PLAYGROUP STAFF - MANAGER	3,874.79		3,874.79
LYDON	ANDREW	LEADER	1,839.11		1,839.11
MACBLANE	KYLE	ATTENDANT	2,409.60		2,409.60
MACKENZIE	AMY	ASSISTANT DIRECTOR	2,848.23		2,848.23
MACOMBER	JACQUELIN	ASSISTANT DIRECTOR	6,360.90		6,360.90
MAGARIE	KENNETH	SPECIALIST	3,923.18		3,923.18
MAGEE	LORRAINE	LEADER	2,546.34		2,546.34
MALCOLM	DEVAN	TIMER/SCORER	178.56		178.56
MAPEL	ETHAN	ASSISTANT DIRECTOR	6,729.67		6,729.67
MARCHAND	GRIFFIN	ASSISTANT LEADER	1,552.41		1,552.41
MARTIN	WILLIAM	CERTIFIED SPORTS OFFICIAL	535.08		535.08
MASON	CHRISTOPH	SPECIALIST	4,088.90		4,088.90
MASTRIANNI	ZACHARY	TIMER/SCORER	290.16		290.16
MILLER	LORA	SPECIALIST	4,335.00		4,335.00
MOLINA	NANCY	SPECIALIST	9,005.99		9,005.99
MORTON	NICHOLAS	SPECIALIST	3,910.56		3,910.56
MOSER	RYAN	LIFE GUARD	3,680.10		3,680.10
MUCCIARONE	PRESTON	PT LABORER RECREATION	4,563.58		4,563.58
MURPHY	JACK	LEADER	3,367.00		3,367.00
NASER	MATTHEW	LIFE GUARD	4,437.39		4,437.39
NATARELLI	AMY	LEADER	101.54		101.54
NORCHI	AMANDA	LEADER	101.54		101.54
O'CONNELL	CHRIS	ASSISTANT DIRECTOR	6,731.95		6,731.95
OLSEN	ELEANOR	LIFE GUARD	4,353.99		4,353.99
ONUC	JENNIFER	CERTIFIED CAMP NURSE	4,730.00		4,730.00
ORDWAY	LAUREN	ATTENDANT	2,597.43		2,597.43
O'REILLY	LINDA	SPECIALIST	633.13		633.13
O'REILLY	SUSAN	SPECIALIST	2,982.27		2,982.27
PATTERSON	BENJAMIN	SR. COUNSELOR	2,692.44		2,692.44
PATTERSON	NICOLAS	LIFE GUARD	3,728.04		3,728.04
PICCARDI-HASWELL	CHRISTIAN	ATTENDANT	1,023.33		1,023.33
PINAULT	LINDA	ADMINISTRATIVE ASSISTANT	52,120.92	626.56	54,247.48
PINI	MEGHAN	LEADER	3,522.40	1,500.00	3,522.40
PRICE	SARA	ASSISTANT LEADER	812.16		812.16
PUTNAM	PETER	CERTIFIED SPORTS OFFICIAL	611.52		611.52
RAINONE	AMY	ASSISTANT DIRECTOR	6,051.01		6,051.01
RAITHEL	COLTON	LEADER	3,851.52		3,851.52
RAJABI	ROXANNA	LEADER	3,680.39		3,680.39
RANIERI	NICHOLAS	TIMER/SCORER	145.08		145.08
RANIERI	MATTHEW	TIMER/SCORER	145.08		145.08

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REILLY	KATHRYN	LIFE GUARD	3,294.38		3,294.38
ROBERTS	FRANCIS	SPECIALIST	3,387.90		3,387.90
RODIS	KEVIN	SPECIALIST	4,717.93		4,717.93
RODRIGUEZ	MICHELLE	SUPERVISOR MAJOR PROGAMS	2,955.90		2,955.90
ROGERS	MATTHEW	ASSISTANT DIRECTOR	3,694.22		3,694.22
ROLLINS	ANDREW	MANAGER	4,974.56		4,974.56
ROTBERG	SETH	CERTIFIED SPORTS OFFICIAL	76.44		76.44
ROVNER	MATTHEW	ADULT CONTRACTOR	698.05		698.05
SAVOIA	NICHOLAS	ATTENDANT	2,215.21		2,215.21
SCHNEIDER	MATTHEW	WATER SAFETY INSTRUCTOR	6,574.76		6,574.76
SCHNEIDER	RYAN	LIFE GUARD	3,382.41		3,382.41
SEARS	ERIC	LEADER	228.44		228.44
SEFTON	DONALD	CERTIFIED SPORTS OFFICIAL	707.07		707.07
SELLEW	GEORGE	SPECIALIST	3,864.00		3,864.00
SEVERANCE	JONATHAN	ASSISTANT DIRECTOR	595.32		595.32
SHAGORY	ARIEL	CAMP NURSE	8,914.50		8,914.50
SHARKEY	LESLIE	SPECIALIST	2,976.70		2,976.70
SIEGAL	EMMA	ASSISTANT LEADER	736.02		736.02
SINCLAIR	CHAD	MANAGER	2,911.34		2,911.34
SLATTERY	RICHARD	CERTIFIED SPORTS OFFICIAL	1,223.04		1,223.04
SMITH	AMANDA	PROGRAM INSTRUCTOR	512.98		512.98
SMITH FREEDMAN	ANDREW	HEAD LIFE GUARD	4,281.38		4,281.38
SPENCER	RYAN	LEADER	564.62		564.62
SPENCER	JESSICA	LEADER	2,078.94		2,078.94
SPINAZOLA	RODNEY	ADULT CONTRACTOR	910.52		910.52
STEVENS	JULIA	LEADER	641.49		641.49
STEWART	EMMA	ASSISTANT LEADER	932.40		932.40
SWANSON	NICHOLAS	HEAD LIFE GUARD	4,699.98		4,699.98
SWANSON	ERIK	ATTENDANT	37.65		37.65
TAMAREN-LEDDY	BARRETT	LEADER	2,748.42		2,748.42
TAMAREN-LEDDY	COLIN	LEADER	3,087.28		3,087.28
THALHEIMER	RACHAEL	LIFE GUARD	3,993.12		3,993.12
TISHER	CLAUDIA	LEADER	3,463.94		3,463.94
TOMASSIAN	HEATHER	BEACH MANAGER	5,840.00		5,840.00
TRABUCCO	CARRIE	SUPERVISOR MAJOR PROGAMS	2,827.01		2,827.01
TRABUCCO	KELSEY	LEADER	1,598.77		1,598.77
TROGOS	PETER	CERTIFIED SPORTS OFFICIAL	496.86		496.86
TRUDEAU	ASHLEY	SPECIALIST	1,459.45		1,459.45
TURNER	AMANDA	SPECIALIST	3,930.40		3,930.40
VERDELLI	GEMMA	SPECIALIST	4,681.68	282.66	4,964.34
VROTSOS	DYLAN	ASSISTANT LEADER	3,810.30		3,810.30
VROTSOS	LUKE	ASSISTANT LEADER	1,719.50		1,719.50
WALKER	BRAD	ASSISTANT DIRECTOR	4,395.55		4,395.55
WARD	CONOR	TIMER/SCORER	323.64		323.64
WHITE	JAMES	SUPERVISOR MAJOR PROGAMS	5,156.68		5,156.68
WHITE	AMANDA	SPECIALIST	5,813.75		5,813.75
WHITNEY	JOHN	TIMER/SCORER	111.60		111.60
WHYTE	DUSTIN	LIFE GUARD	4,660.72		4,660.72
WILLIAMS	PATRICIA	DIRECTOR MEDIUM SIZED PROGRAMS	7,755.44		7,755.44
WOODWARD	JONATHAN	DIRECTOR MEDIUM SIZED PROGRAMS	4,334.42		4,334.42
WRIGHT	CINDY	SUPERVISOR MAJOR PROGAMS	11,000.30		11,000.30
ZERNICKE	ELIZABETH	SPECIALIST	3,825.21		3,825.21
VETERANS					
CAREW	PAUL	VETERANS SERVICES OFFICER	64,349.95	540.42	64,890.37
YOUNG	SHEILA	EXECUTIVE ASSISTANT 1116 CLKs	51,228.96	750.00	51,978.96
FARM					
SIMKINS	LYNDA	DIRECTOR COMMUNITY FARM	71,966.34	592.92	72,559.26
JENKINS	TRACY	FARM INSTRUCTOR	10,560.00		10,560.00
TOWNSEND	CASEY	ASSIST DIRECTOR FARM	50,173.15	63.45	50,236.60

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UMBRELL	PATRICIA	FARM OFFICE ADMINISTRATOR	37,322.88		378.55	37,701.43
			1,837,671.72	1,364.28	21,363.69	1,860,399.69
INFORMATIONAL TECHNOLOGY						
LEFRANCOIS	ROBERT	DIR INFORMATION TECHNOLOGY	101,538.40		836.47	102,374.87
LENTINI	KATHLEEN	COMMUNICATIONS/ INFO OFFICER	65,000.00		500.00	65,500.00
VALENTIN	JOEL	I/S NETWORK ADMINISTRATOR	72,037.04		593.40	72,630.44
WHELAN	GERALD	I/S DATA BASE ADMIN	77,038.88		634.68	77,673.56
			315,614.32	0.00	2,564.55	318,178.87
ADMINISTRATION						
MARSETTE	JEREMY	DIRECTOR DEPT. PUBLIC WORKS	2,307.69			2,307.69
ARENA BLAIR	CHERYL	EXECUTIVE ASSISTANT 1116 CLKS	51,228.96	24,954.76	2,500.00	78,683.72
MUI	NELSON	DPW DATA ANALYST	52,836.28		935.16	53,771.44
OUELLETTE	DONALD	DIRECTOR DEPT. PUBLIC WORKS	41,134.64			41,134.64
QUILTY	KELSEY	SUMMER INTERN	6,396.57			6,396.57
ENGINEERING						
COVIELLO	MARK	TOWN ENGINEER	101,620.14		14,700.00	116,320.14
ALCOCK	BRIAN	CADD/GIS TECHNICIAN	59,134.97		6,000.00	65,134.97
BLALOCK	DANIEL	INTERN COOP WORKER	810.00			810.00
DEROSA	WILLIAM	PART TIME CONSTRUCTION INSPECTO	16,775.00			16,775.00
DIGIACOMO	JOHN	ASSISTANT TOWN ENGINEER	92,007.81		11,500.00	103,507.81
HANSEN	JEFFREY	RECORDS AND PERMITS ENGINEER	70,726.29		7,000.00	77,726.29
LANE	ADAM	INTERN COOP WORKER	16,493.78			16,493.78
MCGRAIL	TIMOTHY	INTERN COOP WORKER	17,116.00			17,116.00
EQUIPMENT MAINT.						
COLLINS	THOMAS	DIVISION SUPERVISOR	101,292.31		18,024.46	119,316.77
DAUKSZ	MATTHEW	MECHANIC WELDER	43,569.23	12,671.89	284.44	56,525.56
FISHER JR	KENNETH	GENERAL FOREMAN	55,132.64	16,446.68	993.75	72,573.07
HAYNES II	WESLEY	WORKING FOREMAN	55,161.18	9,384.20	641.56	65,186.94
MURPHY	BENJAMIN	MECHANIC WELDER	45,029.96	7,553.84	180.55	52,764.35
ROCKWOOD	KEVIN	MECHANIC WELDER	22,286.25	2,476.70	100.00	24,862.95
RUDY	RYAN	MECHANIC WELDER	51,313.62	10,969.64	100.00	62,383.26
ST.GERMAIN	PETER	LEAD MECHANIC	47,072.04	6,079.56	13,940.17	67,091.77
WILHELM	MITCHELL	MECHANIC WELDER	42,843.17	6,157.29	103.75	49,104.21
HIGHWAY AND SANITATION						
HLADICK	THOMAS	HIGHWAY DIVISION SUPERVISOR	100,538.08		6,000.00	106,538.08
CAISSIE	BRIAN	SKILLED LABORER	50,883.63	20,345.94	663.61	71,893.18
CAISSIE	MICHAEL	SANITATION DRIVER	46,397.50	10,832.33	350.00	57,579.83
CARRIGG	THOMAS	SKILLED LABORER	46,077.53	14,276.87	1,182.53	61,536.93
CLOUGHER	GERALD	WORKING FOREMAN	55,161.18	24,862.95	1,760.10	81,784.23
CORNELIUS	MATTHEW	TRASH COLLECTOR	50,883.63	13,741.98	710.67	65,336.28
CROSBY	JOSEPH	SKILLED LABORER	18,151.70	8,196.98	98.34	26,447.02
CURTIS	STEVEN	HEAVY EQUIPMENT OPERATOR	52,106.04	25,837.56	996.70	78,940.30
DANGELO	KEITH	SKILLED LABORER	40,825.67	9,776.84	1,099.59	51,702.10
DEBEAUCOURT	PATRICK	SKILLED LABORER	8,989.87	5,276.05		14,265.92
FRANCIOSE	JOSEPH	SANITATION DRIVER	47,549.58	16,680.01	350.00	64,579.59
GRASSEY	ANDREW	LABORER PART-TIME H3	6,100.08	94.59		6,194.67
HOLMGREN	PAUL	SKILLED LABORER	40,825.67	14,675.09	584.96	56,085.72
HOPKINS	THOMAS	GENERAL FOREMAN	61,107.97	29,753.77	3,027.80	93,889.54
HOYT	MATTHEW	HEAVY EQUIPMENT OPERATOR	52,106.04	18,531.73	1,205.53	71,843.30
IVESON	JEFFREY	SANITATION DRIVER	52,346.74	13,516.22	380.00	66,242.96
LUTTRELL	MICHAEL	HEAVY EQUIPMENT OPERATOR	52,105.67	18,756.79	959.68	71,822.14
MAGAZZU	ORAZIO	GENERAL FOREMAN	51,609.29	23,020.82	24,567.14	99,197.25
MELCHIORRI	MICHAEL	SKILLED LABORER	33,125.26	2,788.77	1,568.94	37,482.97
NICOLI	JAMES	LABORER PART-TIME H3	7,007.22	295.97		7,303.19
OLSON	PATRICK	SKILLED LABORER	8,972.08	1,490.06		10,462.14
PALMER	JAYSON	SANITATION DRIVER	52,346.74	7,479.78	1,015.67	60,842.19
PEARSON	JARED	SKILLED LABORER	19,270.82	3,325.36	381.69	22,977.87
PONS	MICHAEL	HEAVY EQUIPMENT OPERATOR	52,106.04	26,610.11	1,755.98	80,472.13

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PYNE	DANIEL	SKILLED LABORER	50,671.59	7,200.15	436.95	58,308.69
QUILTY	JOHN	WORKING FOREMAN	55,161.18	16,598.71	2,035.19	73,795.08
QUILTY	THOMAS	SKILLED LABORER	50,883.63	18,648.35	1,634.13	71,166.11
SLAMIN	PETER	SANITATION DRIVER	52,346.74	10,901.91	893.89	64,142.54
STICKA	JARED	LABORER PART-TIME H3	10,992.33	158.20		11,150.53
THOMPSON	MARK	SANITATION DRIVER	38,445.93	10,150.86	500.96	49,097.75
VIDINHA	SHAUN	SKILLED LABORER	8,972.08	1,967.04	0.00	10,939.12
WALKER	GARY	WORKING FOREMAN	55,161.18	14,028.69	966.66	70,156.53

WATER AND SEWER

PERODEAU	RICHARD	CHIEF PLANT OPERATOR	92,007.81		7,800.00	99,807.81
CORLESS	JAMES	SKILLED LABORER	34,564.17	7,387.37	850.00	42,801.54
DINNOCENZO	DANIEL	HEAVY EQUIPMENT OPERATOR	41,665.17	10,416.32	1,500.00	53,581.49
GRIFFITHS	BEN	INTERN COOP WORKER	9,372.00			9,372.00
HALFREY	ALAN	WORKING FOREMAN	55,161.18	16,499.79	4,062.29	75,723.26
HARTLEY	JEFFREY	SKILLED LABORER	37,597.09	4,959.09	1,106.88	43,663.06
HEFFLER	STEVEN	WORKING FOREMAN W/LICENSE	69,484.74	32,031.64	5,538.60	107,054.98
HENDRY	JAMIE	PUMPING STATION OPERATOR	44,575.85	11,131.90	3,400.00	59,107.75
IODICE	THOMAS	SKILLED LABORER	9,945.15	875.74		10,820.89
MCDANIEL	MICHAEL	GENERAL FOREMAN	6,479.37	2,895.46	5,288.88	14,663.71
MCGEEVER	MICHAEL	HEAVY EQUIPMENT OPERATOR	52,106.04	10,730.78	1,272.33	64,109.15
ZIEGLER	NATHAN	INTERN COOP WORKER	8,206.00			8,206.00
AHERN	SEAN	LABORER PART-TIME H3	6,383.82			6,383.82
AMES	RICHARD	GIS/TECHNOLOGY COORDINATOR	94,046.13		13,200.00	107,246.13
BROWN	ROBERT	NIGHT OPERATOR TRMNT PLANT	54,481.99	90.81	2,362.61	56,935.41
BURKE	EDWARD	ASSISTANT SUPERVISOR	76,320.29		6,000.00	82,320.29
BURKE	KENNETH	STATION OPER LAB TECH	43,238.91	5,225.15	3,000.00	51,464.06
COMEAU	ANTHONY	WATER/SEWER DIVISION SUPERVSR	100,538.08		8,800.00	109,338.08
CRISAFULLI	SAMUEL	CRAFTSMAN	51,406.02	9,046.92	1,817.13	62,270.07
DOLLAWAY	JEFFREY	WORKING FOREMAN	52,699.59	10,893.27	2,695.43	66,288.29
DREW	ALEX	WORKING FOREMAN	53,411.85	12,470.44	1,558.97	67,441.26
JONES	JUDITH	ADMINISTRATIVE ASSISTANT	48,068.71	944.46	1,250.00	50,263.17
LIENHARD	THOMAS	STATION OPERATOR W/LICENSE	60,025.43	9,881.18	2,850.00	72,756.61
MAGAZZU	PETER	SKILLED LABORER	50,883.63	5,681.65	2,410.63	58,975.91
MILLER	AARON	STATION OPER LAB TECH	52,919.22	15,344.43	3,600.00	71,863.65
RUDD	SHAWN	SKILLED LABORER	50,883.63	16,867.32	3,622.74	71,373.69
SPURLING	SCOTT	GENERAL FOREMAN	44,613.10	8,010.09	2,941.62	55,564.81
SULLIVAN	WAYNE	CRAFTSMAN	52,106.04	15,129.76	4,264.19	71,499.99

FACILITIES & NATURAL RESOURCES

GOODHIND	ARTHUR	DIVISION SUPERVISOR	95,176.28		6,800.00	101,976.28
ALLEN	RICHARD	GENERAL FOREMAN	61,107.97	4,936.54	2,600.55	68,645.06
BACCARI	SCOTT	WORKING FOREMAN	55,161.18	27,643.97	9,294.06	92,099.21
COTTER	WILLIAM	SKILLED LABORER	50,883.63	15,405.61	8,150.00	74,439.24
FURDON	BRADY	LABORER PART-TIME H3	3,698.11			3,698.11
GILKEY	BENJAMIN	LABORER PART-TIME H3	6,040.20			6,040.20
HALPERN	NANCY	GARDENING ASSISTANT	7,133.92			7,133.92
LEMONT	JOHN	CRAFTSMAN	52,106.04	13,645.28	2,548.48	68,299.80
MAGEE	JANE	GARDENING ASSISTANT	4,724.58			4,724.58
MAHONEY	ROBERT	LABORER PART-TIME H3	3,278.60			3,278.60
PERRY	TIMOTHY	SKILLED LABORER	50,883.63	6,906.93	2,088.79	59,879.35
SPINAZOLA	RODNEY	SKILLED LABORER	50,883.63	12,241.75	6,286.07	69,411.45
			4,115,786.00	773,808.69	261,090.80	5,150,685.49

FIRE DEPARTMENT

WHITE	RICHARD	FIRE CHIEF	133,771.81		17,482.59	151,254.40
ADAMS	RICHARD	FIREFIGHTER	57,410.75	10,345.42	14,143.91	81,900.08
ALBERGHINI	WILLIAM	FIREFIGHTER	57,410.75	14,902.38	20,294.41	92,607.54
ARENA	JAMES	FIRE LIEUTENANT 4YRS SVS	65,024.04	8,215.88	21,642.06	94,881.98
ARENA	SALVATORE	FIRE CAPTAIN	12,544.96	5,662.34	33,878.43	52,085.73
ARENA	STEPHEN	FIREFIGHTER	57,410.75	9,023.83	15,791.15	82,225.73
ARSENAULT	DIANNE	EXECUTIVE ASSISTANT FIRE	51,196.16		1,073.82	52,269.98

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AUSTIN	JOHN	FIRE CAPTAIN	70,567.59	12,552.77	20,943.76	104,064.12
BALCOM	ANDREW	FIRE LIEUTENANT 4YRS SVS	64,571.22	12,338.32	24,134.69	101,044.23
BIAGI	RONALD	FIREFIGHTER	57,410.75	11,478.03	18,567.38	87,456.16
BLACK	JAMES	FIREFIGHTER	48,258.20	8,620.36	24,055.02	80,933.58
BOUVIER	DOUGLAS	FIREFIGHTER/PARAMEDIC	48,081.47	7,693.94	14,788.01	70,563.42
BROGAN	KELLY	FIREFIGHTER/PARAMEDIC	54,686.67	1,060.25	19,882.80	75,629.72
CARNEY	PETER	FIRE DEPUTY CHIEF	80,020.56	13,722.59	28,688.13	122,431.28
CARUSO	ANTHONY	FIREFIGHTER/PARAMEDIC	57,410.75	6,468.82	20,654.09	84,533.66
CHAMBERLAIN	IAN	FIREFIGHTER	57,410.75	10,089.46	14,139.86	81,640.07
COLLINS	CHRISTOPH	FIREFIGHTER	57,410.75	12,907.86	25,775.16	96,093.77
CONDLIN	M PAMELA	ADMINISTRATIVE ASSISTANT	48,068.71			48,068.71
CONLON	MICHAEL	FIRE LIEUTENANT 4YRS SVS	65,448.67	12,203.58	15,603.31	93,255.56
CONNELLY	EDWARD	FIRE DEPUTY CHIEF	83,347.80	15,502.89	31,523.69	130,374.38
CONNELLY	MARK	ACTING CAPTAIN	71,992.96	20,537.82	30,141.98	122,672.76
CORBETT	ASHLEY	FIREFIGHTER/PARAMEDIC	46,210.55	4,978.12	14,651.81	65,840.48
CORLISS	BRETT	FIREFIGHTER	55,163.15	7,554.39	12,327.45	75,044.99
CRISAFULLI	SAMUEL	FIRE LIEUTENANT 4YRS SVS	65,448.67	11,426.52	25,235.88	102,111.07
CURLEY	JOHN	FIREFIGHTER	57,410.75	8,212.12	14,847.04	80,469.91
DANGELO	KEVIN	FIRE LIEUTENANT 4YRS SVS	62,404.27	5,221.51	29,348.91	96,974.69
DICICCO	DAVID	FIREFIGHTER	57,410.75	11,950.22	15,786.75	85,147.72
D'INNOCENZO	MATTHEW	FIREFIGHTER/PARAMEDIC	57,410.75	5,737.64	21,133.68	84,282.07
DODGE	KENNETH	FIREFIGHTER/PARAMEDIC	46,210.55	8,230.16	14,542.98	68,983.69
DONOVAN	JOSHUA	FIREFIGHTER/PARAMEDIC	54,170.49	4,888.34	18,002.58	77,061.41
DOUCETTE	GARY	FIREFIGHTER	41,747.20	967.81	28,518.74	71,233.75
DOW	DANIEL	FIRE DEPUTY CHIEF	83,347.80	18,792.82	37,056.34	139,196.96
DOWNING	RONALD	FIRE LIEUTENANT 4YRS SVS	65,448.67	14,935.92	42,231.26	122,615.85
DUPRE	DEREK	FIREFIGHTER/PARAMEDIC	27,376.21	106.49	7,146.42	34,629.12
FARQUHARSON	DOUGLAS	FIREFIGHTER	45,731.07	7,801.87	32,716.04	86,248.98
FERRARI	ADAM	FIREFIGHTER/PARAMEDIC	57,410.75	9,299.07	20,462.47	87,172.29
FORANCE	THOMAS	FIRE CAPTAIN	66,402.16	17,514.97	31,840.17	115,757.30
FORREST	BARRY	FIREFIGHTER	57,410.75	11,405.03	20,616.00	89,431.78
FRANCIOSE	ROCCO	FIRE CAPTAIN	71,992.96	495.30	30,331.25	102,819.51
GENTILE	ALAN	FIREFIGHTER/PARAMEDIC	51,293.11	5,223.58	14,308.57	70,825.26
HAIGIS	MICHAEL	FIREFIGHTER	57,410.75	4,387.54	20,698.83	82,497.12
HARTWELL	DANIEL	FIREFIGHTER	57,410.75	111.36	21,476.73	78,998.84
HEADLEY	GRANTLEY	FIREFIGHTER	57,410.75	6,855.04	15,770.18	80,035.97
HERRING	JOHN	FIREFIGHTER	47,252.14	15,673.61	34,341.53	97,267.28
HLADICK	MARTIN	FIREFIGHTER	57,410.75	14,431.98	20,750.41	92,593.14
HLADICK	ANDREW	FIRE LIEUTENANT LESS 4YRS SVS	65,186.66	13,855.55	16,710.84	95,753.05
KELLEY	TIMOTHY	FIREFIGHTER	57,410.75	6,132.86	14,072.78	77,616.39
LAMME	DANIEL	FIREFIGHTER/PARAMEDIC	54,003.66	4,781.87	17,789.57	76,575.10
LATAWIEC	WOJCIECH	FIREFIGHTER/PARAMEDIC	54,170.49	8,702.59	18,009.70	80,882.78
LEE	GLYNNIS	FIREFIGHTER/PARAMEDIC	48,384.38	4,289.98	29,899.67	82,574.03
LENTINI	MICHAEL	FIRE DEPUTY CHIEF	83,347.80	18,592.21	28,681.35	130,621.36
LEVEY	KENNETH	FIRE CAPTAIN	69,052.84	11,284.27	26,151.43	106,488.54
LINTON	BRIAN	FIRE LIEUTENANT 4YRS SVS	58,731.82	8,644.80	15,938.52	83,315.14
LIPOMA	VICTOR	ACTING FIRE DEPUTY CHIEF	76,795.63	11,737.92	27,236.61	115,770.16
MABARDY	NICHOLAS	FIREFIGHTER	57,410.75	13,863.31	23,263.75	94,537.81
MAGLIOZZI	ROBERT	FIREFIGHTER/PARAMEDIC	57,410.75	6,513.50	24,339.41	88,263.66
MAHONEY	WALTER	FIRE LIEUTENANT LESS 4YRS SVS	65,448.67	14,868.21	24,953.72	105,270.60
MARASHIO	JOSEPH	FIREFIGHTER/PARAMEDIC	27,376.21	144.69	6,235.06	33,755.96
MATHEWS	DANIEL	ACTING CAPTAIN	54,152.46	11,147.12	41,189.12	106,488.70
MELCHIORRI	ROCKY	FIREFIGHTER	57,771.08	9,086.31	16,265.53	83,122.92
MELLOR	JUSTIN	FIREFIGHTER/PARAMEDIC	51,755.94	5,516.29	17,161.61	74,433.84
MITCHELL	ROY	FIRE CAPTAIN	71,992.96	18,336.88	25,598.24	115,928.08
MIX	CHRISTOPH	FIREFIGHTER/PARAMEDIC	53,805.05	2,156.27	16,902.43	72,863.75
MORTARELLI	JOSEPH	FIRE LIEUTENANT 4YRS SVS	65,099.31	10,365.34	16,510.58	91,975.23
MULLEN II	MATTHEW	FIREFIGHTER/PARAMEDIC	57,410.75	3,650.02	16,634.77	77,695.54
NORRIS	KERI	FIRE LIEUTENANT 4YRS SVS	65,448.67	1,366.34	29,107.95	95,922.96

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PERRYMAN	MICHAEL	FIREFIGHTER	57,410.75	13,014.94	17,695.79	88,121.48
QUIGLEY-BOYLAN	TANYA	FIREFIGHTER/PARAMEDIC	56,346.50	463.70	25,095.86	81,906.06
QUILTY	MICHAEL	FIREFIGHTER	57,410.75	6,779.67	26,681.51	90,871.93
REASONOVER	RANDY	FIREFIGHTER/PARAMEDIC	11,681.24	145.04	5,988.39	17,814.67
REYNOLDS	THOMAS	FIREFIGHTER	57,410.75	10,972.98	21,687.91	90,071.64
ROTHMAN	EUGENE	FIRE DEPUTY CHIEF	72,893.66	18,854.84	44,632.58	136,381.08
SALVUCCI	MICHAEL	FIREFIGHTER/PARAMEDIC	48,087.37	6,015.50	22,347.58	76,450.45
SANSOSSIO	CIRO	FIRE LIEUTENANT 4YRS SVS	59,068.09	8,775.93	29,320.86	97,164.88
SHEARLEY	RICHARD	FIRE LIEUTENANT LESS 4YRS SVS	65,448.67	13,312.41	24,383.91	103,144.99
SHERIDAN	JAMES	FIRE CHIEF	28,316.94	0.00	14,036.42	42,353.36
SMITH	JAMES	FIRE LIEUTENANT 4YRS SVS	65,448.67	9,445.70	17,762.86	92,657.23
SMITH	SCOTT	FIREFIGHTER	57,410.75	5,037.27	20,618.08	83,066.10
SPENCER	THOMAS	FIREFIGHTER	57,410.75	10,194.68	21,560.57	89,166.00
STEVENSON	ROBERT	FIREFIGHTER/PARAMEDIC	48,696.88	10,477.72	16,275.58	75,450.18
STICKA	WILLIAM	FIREFIGHTER	56,452.71	12,269.52	15,885.46	84,607.69
TOPHAM	THOMAS	ACTING LIEUTENANT FIRE	51,137.15	6,071.40	33,367.10	90,575.65
TOTA	PAUL	FIRE DEPUTY CHIEF	21,504.00	5,529.60	35,629.32	62,662.92
VANTASSEL	GORDON	SUPT OF COMMUNICATIONS	71,157.13	6,924.64	23,025.35	101,107.12
WARD	EDWARD	FIRE LIEUTENANT LESS 4YRS SVS	63,184.25	17,878.95	18,837.24	99,900.44
WARREN	PATRICK	FIREFIGHTER/PARAMEDIC	51,293.11	7,918.89	14,907.10	74,119.10
WEDGEWORTH	JOHNNY	FIREFIGHTER	57,410.75	696.61	16,060.87	74,168.23
WEITSEN II	RICHARD	FIREFIGHTER/PARAMEDIC	57,410.75	224.67	20,977.60	78,613.02
WILLIAMSON	ERIC	FIREFIGHTER/PARAMEDIC	57,410.75	7,817.74	23,281.88	88,510.37
WOZNY	CHRIS	FIREFIGHTER/PARAMEDIC	25,683.58	1,067.31	55,494.07	82,244.96
			5,154,204.40	754,453.99	1,975,552.80	7,884,211.19

POLICE DEPARTMENT

HICKS	JAMES	POLICE CHIEF	172,760.12		1,500.00	174,260.12
AHERN	PAUL	DISPATCHER PART TIME	9,926.90			9,926.90
ALLEY	EDWARD	PARKING ENFORCEMENT P/TIME	8,458.59			8,458.59
ARENA	EDWARD	POLICE DETECTIVE	61,367.60		28,045.82	89,413.42
BAUR	SUSAN	CIVILIAN DISPATCHER	50,841.41		12,391.23	63,232.64
BAZIGIAN	ERIC	POLICE PATROLMAN	61,367.60		49,381.28	110,748.88
BLANCHARD	ELIZABETH	POLICE PATROLMAN	61,367.60		39,563.18	100,930.78
BOSSELMAN	BRIAN	POLICE PATROLMAN	61,367.60		39,897.88	101,265.48
BOUDREAU	KYLE	POLICE PATROLMAN	39,560.96		13,908.05	53,469.01
BRACKETT	DEBRA	MATRON	261.83			261.83
BROGAN	DANIEL	POLICE PATROLMAN	61,367.60		44,734.71	106,102.31
BUTLER	THOMAS	POLICE PATROLMAN	27,806.36		4,563.87	32,370.23
CARNEY	MARY	ADMINISTRATIVE ASSISTANT	48,218.11	2,666.38	750.00	51,634.49
CAVICCHI	DAVID	PARKING ENFORCEMENT P/TIME	6,552.12			6,552.12
CIOCCA	DANIEL	STUDENT OFFICER	42,530.96		16,662.72	59,193.68
COLBY	AUBREY	CIVILIAN DISPATCHER	50,927.01		12,226.70	63,153.71
CONAWAY	BRETT	POLICE SERGEANT	73,435.78		22,570.78	96,006.56
DELEHANTY	KEVIN	POLICE PATROLMAN	60,548.10		50,322.77	110,870.87
DIMODICA	CHRISTOPH	POLICE PATROLMAN	63,472.80		26,952.56	90,425.36
DOHERTY	JOHN	POLICE SERGEANT	71,196.99		15,691.03	86,888.02
DONOVAN	RICHARD	DISPATCHER PART-TIME	566.06			566.06
DUNLOP	ROBERT	POLICE SERGEANT	87,224.26		58,895.24	146,119.50
FITZGERALD	KENNETH	POLICE PATROLMAN	61,367.60		53,213.29	114,580.89
FITZPATRICK	LEO	POLICE LIEUTENANT	91,938.33		24,963.14	116,901.47
FORDE	VINCENT	POLICE SERGEANT	85,436.36		55,371.92	140,808.28
GEISSLER	WILLIAM	POLICE PATROLMAN	39,673.20		13,036.89	52,710.09
GOODWIN	CHARLES	CIVILIAN DISPATCHER	43,628.56		37,007.74	80,636.30
GRAHAM	ALLAN	POLICE SERGEANT	88,996.23		34,852.82	123,849.05
GRASSEY	BRIAN	POLICE LIEUTENANT	106,332.80		41,503.46	147,836.26
GUNTER	TROY	CIVILIAN DISPATCHER	43,599.48		12,118.43	55,717.91
HALL	RYAN	POLICE PATROLMAN	61,367.60		20,281.01	81,648.61
HALLORAN	RICHARD	POLICE DETECTIVE	61,367.60		45,761.61	107,129.21
HANSS	BRANDON	POLICE PATROLMAN	13,470.40		3,170.33	16,640.73

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HASWELL	JOHN	POLICE PATROLMAN	61,367.60	48,345.09	109,712.69
HEFFLER	ELIZABETH	POLICE PATROLMAN	61,367.60	31,188.73	92,556.33
HOFFMAN	ROBERT	POLICE SERGEANT	88,996.23	83,048.62	172,044.85
HOWARD	CHAD	POLICE SERGEANT	65,269.85	72,955.47	138,225.32
INGHAM	BRIAN	POLICE SERGEANT	85,436.36	44,403.37	129,839.73
KELLEY	KEVEN	POLICE PATROLMAN	63,472.80	8,561.60	72,034.40
KEOHANE	JAMES	POLICE PATROLMAN	61,367.60	49,878.99	111,246.59
KILLEEN	RYAN	POLICE PATROLMAN	52,751.20	41,125.15	93,876.35
LACERRA	SCOTT	POLICE PATROLMAN	61,367.60	36,060.27	97,427.87
LANOUE	GREGORY	POLICE PATROLMAN	61,367.60	42,456.24	103,823.84
LAUZON	BRIAN	POLICE LIEUTENANT	96,447.18	66,287.14	162,734.32
LEAVITT	DANIEL	DISPATCHER PART TIME	5,232.73	3,308.78	8,541.51
LEGASSIE	BONITA	PARKING ENFORCEMENT P/TIME	8,510.14		8,510.14
LINTON	JAMES	PARKING ENFORCEMENT P/TIME	17,033.46		17,033.46
LOFTUS	ERIN	CIVILIAN DISPATCHER	50,764.48	17,095.50	67,859.98
MABARDY	MICHAEL	POLICE PATROLMAN	61,367.60	53,904.02	115,271.62
MELNIK	SERGEY	POLICE PATROLMAN	52,751.20	43,980.41	96,731.61
MORAN	TRAVIS	STUDENT OFFICER	1,476.92		1,476.92
MORRILL	DIANE	POLICE PATROLMAN	59,841.87	11,712.57	71,554.44
MORRISON	ELIZABETH	CIVILIAN DISPATCHER	15,149.26	2,701.89	17,851.15
MUNGER	SEAN	POLICE PATROLMAN	21,042.00	4,722.77	25,764.77
MURPHY	ROBERT	POLICE PATROLMAN	61,367.60	46,902.18	108,269.78
NGUYEN	TOAN	POLICE PATROLMAN	63,472.80	5,637.14	69,109.94
ORDWAY	JAMES	POLICE DETECTIVE	61,367.60	23,985.87	85,353.47
O'SHAUGHNESSY	JAMES	POLICE PATROLMAN	63,472.80	27,763.81	91,236.61
PAGLIARULO	STEVEN	SPECIAL POLICE OFFICERS	2,835.32	37,073.69	39,909.01
PAYNE	RYAN	POLICE PATROLMAN	61,367.60	43,585.37	104,952.97
PAYTON	KENNETH	STUDENT OFFICER	8,861.54		8,861.54
PUNCH	DYLAN	STUDENT OFFICER	8,861.54		8,861.54
QUILTY	JAMES	POLICE PATROLMAN	61,367.60	33,142.85	94,510.45
RADOCK	EDWARD	CLERK PART-TIME H3	15,744.08		15,744.08
RICHARDSON	RONALD	POLICE PATROLMAN	62,239.80	24,963.05	87,202.85
RODRIGUEZ	CHRISTIAN	POLICE PATROLMAN	56,599.60	73,191.41	129,791.01
ROSE	JOYCE	DEPARTMENT ASSISTANT P/TIME	31,890.72	638.11	32,528.83
ROSSI CAFARELLI	CARA	POLICE LIEUTENANT	103,380.01	18,670.01	122,050.02
ROURKE	TRACY	CIVILIAN DISPATCHER	50,599.84	6,924.22	57,524.06
SALIS	S CHRISTOP	POLICE PATROLMAN	61,367.60	82,436.42	143,804.02
SCOTT	DONNA	CIVILIAN DISPATCHER	50,676.76	6,093.17	56,769.93
SHOWSTEAD	CHRISTOPH	POLICE PATROLMAN	63,472.80	46,140.22	109,613.02
ST-HILAIRE	MARK	POLICE SERGEANT	91,666.13	42,265.65	133,931.78
STERLING	MARK	CIVILIAN DISPATCHER	50,841.41	11,534.55	62,375.96
SUTHERLAND	JASON	POLICE PATROLMAN	61,367.60	47,838.10	109,205.70
TAYLOR	SEAN	POLICE PATROLMAN	50,885.80	50,373.84	101,259.64
THOMPSON	PAUL	SPECIAL POLICE OFFICERS	33,065.14	80,990.79	114,055.93
THURSTON	JOSEPH	POLICE PATROLMAN	15,348.80	80,617.01	95,965.81
TOSI	KEITH	ANIMAL CONTROL OFFICER	47,592.94	3,867.15	57,016.72
VIEIRA	RICHARD	POLICE SERGEANT	85,555.87	5,556.63	159,404.25
VITALE	THOMAS	POLICE PATROLMAN	61,367.60	25,414.94	86,782.54
WADE	SCOTT	POLICE PATROLMAN	63,472.80	15,301.04	78,773.84
WATKINS	MARYLEE	EXECUTIVE ASSISTANT POLICE	51,498.97	1,008.71	52,507.68
			4,372,294.47	7,171.64	2,352,334.12
					6,731,800.23

CROSSING GUARDS

BLINN	GLADYS	SCHOOL TRAFFIC SUPERVISOR	7,380.80		7,380.80
BOURET	CASSANDRA	SCHOOL TRAFFIC SUPERVISOR	10,731.00		10,731.00
BRODEUR	LISA	RESERVE CROSSING GUARD	239.32		239.32
CASEY	MARY	SCHOOL TRAFFIC SUPERVISOR	6,868.24		6,868.24
CHAREST	ANTHONY	SCHOOL TRAFFIC SUPERVISOR	9,811.20		9,811.20
COLLINS	CAROLYN	SCHL TRAFFIC SPVSR 2 POSTS	11,198.72		11,198.72
LEMIEUX	SUSAN	SCHOOL TRAFFIC SUPERVISOR	7,052.77		7,052.77

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MARCHAND	KATHLEEN	RESERVE CROSSING GUARD	153.49		153.49
MARTINO	JUDITH	SCHL TRAFFIC SPVSR 2 POSTS	11,037.60		11,037.60
MCPARLAND	LINDA	SCHOOL TRAFFIC SUPERVISOR	410.04		410.04
MURPHY	EDWARD	SCHL TRAFFIC SPVSR 2 POSTS	11,006.94		11,006.94
MURRAY	ROBIN	SCHOOL TRAFFIC SUPERVISOR	8,083.89		8,083.89
SAURO	BARBARA	SCHOOL TRAFFIC SUPERVISOR	7,052.76		7,052.76
SHANNON	MAURA	SCHOOL TRAFFIC SUPERVISOR	6,909.25		6,909.25
TAHMILI	ANGELLA	RESERVE CROSSING GUARD	2,780.59		2,780.59
			100,716.61		100,716.61

BOARD OF HEALTH

WHITE	JAMES	DIRECTOR PUBLIC HEALTH	97,600.26	2,419.07	100,019.33
ANDERSON	JANE	ENVIR HEALTH AGENT	67,502.18	556.11	68,058.29
BOUDREAU	MICHAEL	ENVIR HEALTH AGENT	69,827.44	575.24	70,402.68
COTTER	JEAN	EXECUTIVE ASSISTANT 1116 CLKS	48,160.75	1,491.00	49,651.75
MERCER	LEILA	PUBLIC HEALTH NURSE	65,591.04	534.78	66,125.82
MORGAN	PAMELA	EXECUTIVE ASSISTANT 1116 CLKS	8,643.29	9,080.48	17,723.77
SHAW	LAURIE	DEPARTMENT ASSISTANT	33,170.72		33,170.72
TOSI	KEITH	ANIMAL INSPECTOR	3,377.52		3,377.52
			393,873.20	14,656.68	408,529.88

MORSE LIBRARY

STETSON	LINDA	DIRECTOR MORSE INSTITUTE	97,556.65	1,463.61	99,020.26
ARNOLD	KRISTEN	(H) LIBRARY ASSISTANT	22,818.93	1,709.45	24,528.38
BAILEY	ELIZABETH	(H) REFERENCE LIBRARIAN	53,468.29	1,101.24	55,142.53
BARNICLE	SUSANMARI	(S) CHILDREN'S LIBRARIAN	64,498.67	3,764.48	69,063.15
BARTLETT	KAROL	(S) REFERENCE LIBRARIAN	65,170.59	450.00	65,620.59
BARTOS	DAVID	(H) REFERENCE LIBRARIAN	21,975.11	1,700.64	23,675.75
BATES	PATRICIA	(H) LIBRARY ASSOCIATE	15,499.44	1,631.62	17,131.06
BEEKMAN	BARBARA	LIBRARY PAGES	3,424.30		3,424.30
BERNFELD	LINDA	(H) REFERENCE LIBRARIAN	27,700.57	1,279.12	28,979.69
BETTUELLI	VICTORIA	LIBRARY PAGES	2,734.20		2,734.20
BIAGETTI	CELIA	LIBRARY PAGES	3,849.16		3,849.16
BORDEAUX	GAYLENE	M/LIB ARCHIVIST	10,516.43	383.66	10,900.09
BORGHİ	MARY	(S) LIBRARY ASSISTANT	43,451.17	1,009.53	45,110.70
CHAMPION	LINDA	(S) CHILDREN'S PROGRAMMER	63,795.29	1,876.78	66,322.07
CHING	CAROLYN	EXECUTIVE ASSISTANT LIBRARY	55,428.04	2,521.79	58,407.05
CHRISTIE	LAURIE	(H) LIBRARY ASSISTANT	40,293.08	2,720.48	43,417.56
CORT	PAUL	(H) LIBRARY ASSOCIATE	1,989.41		1,989.41
CULKIN	CONSTANCI	(H) LIBRARY ASSOCIATE	3,094.69	1,679.49	4,774.18
CUTLER	PATRICIA	(H) LIBRARY ASSOCIATE	9,266.23	892.78	10,159.01
DEUTSCH	MERYL	(H) REFERENCE LIBRARIAN	17,991.04	799.81	18,790.85
DLOTT	ADDISON	LIBRARY PAGES	1,374.03		1,374.03
EDWARDS	DYLAN	LIBRARY PAGES	6,910.22	47.37	6,957.59
FINLAY	JANE	ASSISTANT DIRECTOR LIBRARY	75,108.06	1,241.52	76,349.58
FLAHERTY	KATHLEEN	(H) LIBRARY ASSOCIATE	15,061.36	866.70	15,928.06
FOSDICK	ROBIN	(S) PROFESSIONAL LIBRARIAN	34,170.51		34,170.51
GILLIS	ABIGAIL	LIBRARY PAGES	2,142.00		2,142.00
HANSEN	NICHOLAS	LIBRARY PAGES	3,658.07		3,658.07
HINCKLEY	CAROL	(H) LIBRARY ASSOCIATE	17,178.91	869.06	18,333.97
HOLMES	CARY	(H) REFERENCE LIBRARIAN	20,464.92	5,311.68	26,092.60
HOTTLE	CAROLYN	(H) LIBRARY ASSOCIATE	4,030.53		4,030.53
HULING	ROSEMARY	(S) BOOKMOBILE LIBRARIAN	57,246.74	4,245.75	62,042.49
JONES	MARTHA	(S) SUPERVISOR TECHNICAL SVS	71,645.63	800.00	72,445.63
KORNBLUM	SUSAN	(H) LIBRARY CLERK	5,533.34		5,533.34
KRIGER	JEANNE	(H) LIBRARY ASSOCIATE	19,194.73	155.26	19,588.99
KYRIAKIS	DEMETRIOS	(S) SUPERVISOR REFERENCE SVS	71,645.63		71,645.63
LATHWOOD	PAMELA	(S) TECHNOLOGY ASSOCIATE	57,537.93	1,658.93	59,646.86
LAWRENCE-ARCHER	JAMES	LIBRARY ASSOCIATE	2,064.33		2,064.33
MAGARIE	BARBARA	(H) LIBRARY ASSOCIATE	18,043.74	1,596.17	19,639.91
MAGEE	JANE	(H) LIBRARY ASSISTANT	33,961.23	2,489.79	36,886.02

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MCGILLIS	JENNIFER	(H) LIBRARY ASSISTANT	36,250.90	2,654.04	515.00	39,419.94
NARDI	MARIE	COMMUNITY RELATIONS/GRNT COORD	34,206.60	516.93		34,723.53
PANDIL	PATRICIA	(H) LIBRARY ASSOCIATE	15,574.23	394.39		15,968.62
PERKINS	KAREN	(H) LIBRARY ASSISTANT	36,690.54	2,408.13	393.00	39,491.67
PHILLIPS	FAY	(H) LIBRARY ASSOCIATE	18,113.63	1,600.06	281.00	19,994.69
QUINN	NORINE	(H) LIBRARY ASSOCIATE	18,028.45	1,360.94	201.00	19,590.39
REDINGTON	DELL	(H) LIBRARY ASSISTANT	36,423.82	2,802.30	457.00	39,683.12
RICHARD	JANET	(H) LIBRARY ASSISTANT	31,897.64	437.97	581.00	32,916.61
SADOW	JOANNE	LIBRARY PAGES	2,822.40			2,822.40
SCHNEIDER	REBECCA	(H) REFERENCE LIBRARIAN	15,644.91	626.66	1,800.75	18,072.32
SCHONTAG	DAWN	(H) REFERENCE LIBRARIAN	22,195.26	1,341.80		23,537.06
SILVETTI	JESSICA	(H) LIBRARY ASSOCIATE	15,532.86	2,058.05		17,590.91
SMITH	DALE	(S) SUPERVISOR CHILDREN'S SVS	70,821.42	4,575.15	800.00	76,196.57
STARK	JOY	LIBRARY PAGES	669.76			669.76
SULLIVAN	ELLEN	(S) CHILDREN'S ROOM ASSOCIATE	50,568.13	1,226.85	400.00	52,194.98
SULLIVAN	MAUREEN	PROG.COORD.VETS ORAL HISTORY	20,844.38			20,844.38
TAYLOR	NINA	(S) REFERENCE LIBRARIAN	12,978.66	156.64		13,135.30
TURCOT	SYDNEY	LIBRARY PAGES	92.40			92.40
TURNER	KATHLEEN	(H) LIBRARY ASSOCIATE	14,373.72	537.39	272.00	15,183.11
WALLACE	JAMES	(H) LIBRARY ASSOCIATE	14,117.75	1,225.09		15,342.84
WELCH	PAULA	(S) SUPERVISOR CIRCULATION SVS	71,094.34	4,619.08	550.00	76,263.42
YIN	LISA	(H) LIBRARY ASSOCIATE	8,658.08	355.77		9,013.85
			1,689,093.08	69,208.82	16,016.10	1,774,318.00

BACON LIBRARY

JAIN	MEENA	DIRECTOR BACON FREE	22,025.90		160.40	22,186.30
BRISBIN	JOHN	DIRECTOR BACON FREE	14,926.40		9,046.02	23,972.42
CARUSO	FRANCES	ASSISTANT DIR BACON FREE HOURL	21,439.20		101.92	21,541.12
LESELLIER	GRAZIELA	LIBRARY ASSISTANT BACON FREE	7,851.79		261.98	8,113.77
MAYNARD	CHARLANN	LIBRARY ASSISTANT BACON FREE	0.00			0.00
MEYER	HOLLEY	ASSIST DIRECTOR BACON FREE	32,698.40		4,253.68	36,952.08
STIRLING	CASEY	LIBRARY ASSISTANT BACON FREE	9,476.09			9,476.09
WALSH	JOHN	LIBRARY ASSISTANT BACON FREE	1,856.28			1,856.28
			110,274.06		13,824.00	124,098.06

SASSAMON TRACE GOLF COURSE

MEAGHER	PETER	MANAGER SASSAMON TRACE GOLF CR	71,813.85		6,634.29	78,448.14
ARMANDO	KRISTOFFEL	SUPERINTENDANT GOLF COURSE	51,945.07		4,391.19	56,336.26
BARDELLINI	FRANCIS	<u>RANGER/STARTER GOLF COURSE</u>	1,097.50			1,097.50
BOGLE	KERRY	CLUB HOUSE ATTENDANTS	2,455.75			2,455.75
BORGMAN	KURT	CART ATTENDANT	739.51			739.51
CARLSON	CHERYL	CLUB HOUSE ATTENDANTS	5,387.25			5,387.25
COHEN	BRADLEY	RANGER/STARTER GOLF COURSE	1,187.50			1,187.50
COLLINS	VINCENT	GOLF COURSE MECHANIC	9,195.00			9,195.00
CUGINI	RICHARD	GOLF COURSE LABORER	974.61			974.61
DAVIDSON	ERIC	CLUB HOUSE ATTENDANTS	6,712.75			6,712.75
DONNELLY	ROBERT	RANGER/STARTER GOLF COURSE	2,097.50			2,097.50
FILLEDES	TASSOS	RANGER/STARTER GOLF COURSE	727.50			727.50
FLEMING	BRIAN	CLUB HOUSE SUPERVISOR	2,648.75			2,648.75
HANSCOM	RICHARD	RANGER/STARTER GOLF COURSE	935.00			935.00
HICKS	GREGORY	GOLF COURSE LABORER	3,520.00			3,520.00
KENIRY	ROBERT	RANGER/STARTER GOLF COURSE	5,760.00			5,760.00
KENIRY	JOHN	EQUIPMENT OPERATOR GOLF	8,484.00			8,484.00
KWOK	BRANDON	CLUB HOUSE ATTENDANTS	4,087.50			4,087.50
MCDOWELL	KURT	ASSIST MANAGER GOLF COURSE	27,644.85			27,644.85
MUCCARONE	DAVID	GOLF COURSE FOREMAN	18,200.63			18,200.63
MUNDY	PETER	CLUB HOUSE ATTENDANTS	135.00			135.00
PAOLETTI	PAUL	CLUB HOUSE ATTENDANTS	738.60			738.60
PAPADOPOULOS	ILIAS	EQUIPMENT OPERATOR GOLF	2,400.00			2,400.00
RAE	WILLIAM	CLUB HOUSE SUPERVISOR	1,859.00			1,859.00
SHEINFELD	ROBERT	RANGER/STARTER GOLF COURSE	4,477.50			4,477.50

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SURFACE	PAUL	CLUB HOUSE ATTENDANTS	1,065.00		1,065.00
THORSEN	FREDERICK	EQUIPMENT OPERATOR GOLF	1,840.00		1,840.00
WHITE	ROBERT	EQUIPMENT OPERATOR GOLF	7,866.00		7,866.00
WORTHINGTON	CARTER	CLUB HOUSE ATTENDANTS	9,260.00		9,260.00
			255,255.62	11,025.48	266,281.10

RETIREMENT BOARD

BACON	KATHLEEN	DIRECTOR RETIREMENT SYSTEM	97,947.81	627.82	98,575.63
MANCUSO	MARYJO	RETIRE BD EXECUTIVE ASST	66,573.40	426.72	67,000.12
SULLIVAN	ROSEMARY	RETIRE BD CLERICAL STAFF	10,500.00		10,500.00
			175,021.21	1,054.54	176,075.75

SCHOOL ADMINISTRATION-22

ADAMS	ELIZABETH	CERTIFIED LICENSED ASSISTANT	4,567.61		4,567.61
AKMURADOV	ISMAIL	INSTRUMENTAL MUSIC INST PRIVAT	19,764.00	100.00	19,864.00
ALDRICH	FREDERICK	INSTRUMENTAL MUSIC INST PRIVAT	8,204.00	100.00	8,304.00
ANDERSON	MATTHEW	ACCOMPANIST	4,945.00		4,945.00
BARBATO	GAIL	SUBSTITUTE COORDINATOR	19,426.00		19,426.00
BARRALES	EVELYN	ABA TECHNICIAN	14,757.38		14,757.38
BERG	LYNDA	LEVEL IV RECEPTIONIST	17,572.81		17,572.81
BERNARD	KELLY	ABA TECHNICIAN	31,719.63		31,719.63
CACCAVELLI	ROBIN	LEVEL III SECRETARY SCHOOL YR	40,743.87	91.39	967.01
CASANO	JOSEPH	INSTRUMENTAL MUSIC INST PRIVAT	15,789.00		15,789.00
CASANO	MICHAEL	INSTRUMENTAL MUSIC INST PRIVAT	8,769.00		8,769.00
CATLIN	AMY	LEVEL IV RECEPTIONIST	17,976.36	631.40	18,607.76
COHEN	DONNA	LEVEL II SECRETARY SCHOOL YEAR	44,800.92	200.00	45,000.92
CONNELLY	LAUREN	CERTIFIED LICENSED ASSISTANT	20,862.46		20,862.46
COPPELLOTTI	DANIELLE	CLERICAL WORKER PART TIME	1,980.59		1,980.59
CROSBY	CHRISTINE	LEVEL II SECRETARY SCHOOL YEAR	43,805.20	200.00	44,005.20
DACEY	JOAN	ABA TECHNICIAN	10,682.19		10,682.19
D'ANTONIO	JUDITH	JOB COACH/TECH	9,297.39		9,297.39
DAVENPORT	APRIL	LEVEL II SECRETARY SCHOOL YEAR	17,099.94		17,099.94
DAVIDSON	PATRICIA	LEVEL III SECRETARY SCHOOL YR	39,083.82	200.00	39,283.82
DOHERTY	MARYLU	LEVEL II SECRETARY SCHOOL YEAR	5,728.87		5,728.87
FELDMAN	AMANDA	ABA TECHNICIAN	29,933.85		29,933.85
FOSTER	KEVIN	TUTOR/HOMEBOUND	29,889.75	497.30	30,387.05
GERSHKOWITZ	BARBARA	DETENTION SUPERVISOR	846.82		846.82
GREEN	CATHERINE	ONLINE TRAINING FACILITATOR	16,388.75		16,388.75
HARVEY	ROXANN	ABA TECHNICIAN	12,840.95		12,840.95
HASWELL	MARGARET	LEVEL IV RECEPTIONIST	19,228.02		19,228.02
HERNANDEZ	SUSAN	DETENTION SUPERVISOR	917.39		917.39
HOUSTON	BRUCE	INSTRUMENTAL MUSIC INST PRIVAT	6,051.00		6,051.00
IRICK	JONATHAN	ONLINE TRAINING FACILITATOR	12,429.11	1,069.21	301.70
JOHNSON	SUZANNE	DATA ENTRY CLERK	21,344.74	100.00	21,444.74
JOHNSON	STANLEY	INSTRUMENTAL MUSIC INST PRIVAT	9,160.50		9,160.50
KAYE	RONALD	INSTRUMENTAL MUSIC INST PRIVAT	11,634.00		11,634.00
KELLEY	DONNA	LEVEL II SECRETARY SCHOOL YEAR	44,694.72		44,694.72
KNUTRUD	ALEXANDEI	INSTRUMENTAL MUSIC INST PRIVAT	28,141.44	1,465.00	29,606.44
LABOLLITA	JENNIFER	ABA TECHNICIAN	28,782.04		28,782.04
LARKIN	CATHERINE	LEVEL II SECRETARY SCHOOL YEAR	44,655.74	789.66	2,145.00
MAGGS	JUDITH	LEVEL III SECRETARY SCHOOL YR	14,107.54		14,107.54
MAILLET	ELLEN	LEVEL II SECRETARY SCHOOL YEAR	40,884.88	294.32	41,179.20
MCDERMOTT	ROSE	LEVEL II SECRETARY SCHOOL YEAR	41,526.48	2,320.19	43,846.67
MILCH	DOUGLAS	TUTOR/HOMEBOUND	34,019.55	5,509.80	39,529.35
MORIN	ELIZABETH	ABA TECHNICIAN	32,348.86		32,348.86
O'LEARY	JULIE	ABA TECHNICIAN	14,847.96	199.28	15,047.24
PEVERILL-CONTI	WENDY	LEVEL II SECRETARY SCHOOL YEAR	32,026.19	1,594.62	33,620.81
POWELL	JANET	LEVEL IV RECEPTIONIST	24,029.97		24,029.97
POWSNER	SUSAN	ABA SUBSTITUTE	15,731.77		15,731.77
PRESUTTI	WILLIAM	DETENTION SUPERVISOR	23,922.79	4,110.80	28,033.59

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REAM	DEBORAH	INSTRUMENTAL MUSIC INST PRIVAT	18,300.00			18,300.00
RONDEAU KEEDY	JEANNINE	ABA TECHNICIAN	29,641.68			29,641.68
ROONEY	VALERIE	LEVEL III SECRETARY SCHOOL YR	39,117.91			39,117.91
SILVERSTEIN	STEVEN	INSTRUMENTAL MUSIC INST PRIVAT	17,586.00		70.00	17,656.00
SLATTERY	ROBIN	LEVEL II SECRETARY SCHOOL YEAR	44,800.93		450.00	45,250.93
SPENCER	LISA	LEVEL II SECRETARY SCHOOL YEAR	44,707.99		200.00	44,907.99
TARANTO	RAMON	INSTRUMENTAL MUSIC INST PRIVAT	17,473.00			17,473.00
THURSTON	SAMUEL	INSTRUMENTAL MUSIC INST PRIVAT	6,140.00			6,140.00
TILL	AMY	PROJECT COORDINATOR	5,303.11			5,303.11
TOMASO	JOSEPH	WELLNCTRSUPERVISOR	33,129.58	3,246.66	6,606.39	42,982.63
TUXBURY	MEGAN	ABA TECHNICIAN	28,261.35			28,261.35
WALKER	DAVID	ONLINE TRAINING FACILITATOR	22,472.62		3,445.17	25,917.79
WU	LINDEN	INSTRUMENTAL MUSIC INST PRIVAT	4,126.00			4,126.00
			1,299,021.02	5,196.92	31,707.98	1,335,925.92

SCHOOL ADMINISTRATION-52

AHERN	JOAN	LEVEL I SECRETARY	41,246.37			41,246.37
ASHWORTH	DESTINY	LEVEL I SECRETARY	44,418.65	496.46		44,915.11
AUCOIN	CATHERINE	SECRETARIES - RETIRED SUBS	28,014.76		5,994.47	34,009.23
BACON	ELLEN	FINANCIAL ANALYST	74,677.37			74,677.37
BAER	JESSICA	TECHNOLOGY TRAINER	42,079.60		2,930.12	45,009.72
BECCERRA	STEPHANIE	NETWORK ENGINEER	68,117.86			68,117.86
BECKWITH	IRENE	SECRETARY TO DIR FISCAL MGMT	55,325.30		3,800.00	59,125.30
BECKWITH	TODD	TECHNICIAN II	47,224.26			47,224.26
BOLAND	RYAN	TECHNICIAN I	24,452.53	235.96	75.00	24,763.49
BRAUNTSCHWEIGER	DEREK	TECHNICIAN II	38,067.97			38,067.97
CHAN	ADELINE	TUTOR/HOMEBOUND	1,018.95			1,018.95
CORSINI	THOMAS	TECHNICIAN II	1,909.28			1,909.28
CRANDALL	THERESE	LEVEL III SECRETARY	48,561.66		250.00	48,811.66
CRUZ	CHRISTOPH	TECHNICIAN II	5,140.57			5,140.57
CULVER	SHERRY	DATA MANAGER	76,169.89		675.00	76,844.89
DAVIS	MARIANNE	DIRECTOR HUMAN RESOURCES	123,520.45			123,520.45
DIRIENZO	SUZANNE	LEVEL II SECRETARY	50,962.87		300.00	51,262.87
DRETLE	ASTRID	PROJECT COORDINATOR	4,127.22			4,127.22
EMANUEL	CAROLINE	DATA ANALYST	51,981.37		875.00	52,856.37
FOSSETT	KAREN	CLERICAL WORKER PART TIME	1,366.09			1,366.09
GARRAN	BETH	BOARD CERT BEHAVIOR ANALYST	60,925.30			60,925.30
GRIMNER	SUSAN	PLANNING & BUDGET ANALYST PPS	63,625.07		3,000.00	66,625.07
HENDERSON	ADAM	LEVEL II SECRETARY	50,962.87	59.74		51,022.61
HOTCHKISS	HILLARY	BOARD CERT BEHAVIOR ANALYST	65,581.72			65,581.72
HURD	PAMELA	CERTIFIED LICENSED ASSISTANT	37,100.46			37,100.46
HURLEY	WILLIAM	DIR FISCAL/MANAGEMENT SERVICES	87,010.86			87,010.86
HURLEY	LIAM	DIR FISCAL/MANAGEMENT SERVICES	59,615.37			59,615.37
JASSAL	HARDEEP	BOARD CERT BEHAVIOR ANALYST	42,647.03			42,647.03
JOYAL	PAULA	DATA ENTRY CLERK	5,455.71			5,455.71
LI	KA YU	TECHNOLOGY INTERN	2,763.88			2,763.88
LINTON	SANDRA	LEVEL II SECRETARY	44,988.52		7,999.14	52,987.66
LUFF	TIMOTHY	DIRECTOR PUPIL SERVICES	121,098.37		3,000.00	124,098.37
MA	JULIE	BOARD CERT BEHAVIOR ANALYST	72,540.60			72,540.60
MACGREGOR	JOYCE	LEVEL II SECRETARY	41,522.13		200.00	41,722.13
MAGLEY	GRACEANN	ONLINE LEARNING SUPERVISOR	90,823.87			90,823.87
MARASCIA	PAMELA	LEVEL II SECRETARY	49,214.79			49,214.79
MARTINEZ	EDWIN	TECHNICIAN II	34,062.83		2,763.13	36,825.96
MATTIA	KATHLEEN	LEVEL I SECRETARY	53,454.54		200.00	53,654.54
MAURO	JANET	LEVEL III SECRETARY	47,974.46	127.05	300.00	48,401.51
MCAULEY	COLLEEN	SECRETARIES - RETIRED SUBS	2,730.86		1,240.00	3,970.86
MISTROT	MICHAEL	TECHNOLOGY INTERN	1,807.64			1,807.64
MISTROT	RILEY	TECHNOLOGY INTERN	110.86			110.86
MONCATA	EMILY	TECHNOLOGY INTERN	476.71			476.71
MURPHY	KAREN	LEVEL I SECRETARY	53,454.54		300.00	53,754.54

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NOLIN	ANNA	ASST SUPERINTENDENT CURRICULUM	136,235.75		1,000.00	137,235.75
ORDWAY	THOMAS	TECHNOLOGY INTERN	2,473.53			2,473.53
POTTS	JEANETTE	LEVEL I SECRETARY	26,777.79		5,071.54	31,849.33
REILLY	SHARON	SECRETARY TO SUPERINTENDENT	62,195.81		4,516.00	66,711.81
ROBIDOUX	PAMELA	LEVEL II SECRETARY	50,962.87		882.50	51,845.37
ROCHE	DENNIS	DIRECTOR TECHNOLOGY	120,741.30			120,741.30
SANCHIONI	PETER	SUPERINTENDENT SCHOOLS	190,595.50		13,157.89	203,753.39
SLATTERY	DONNA	LEVEL II SECRETARY	50,962.87	657.44	200.00	51,820.31
SOENS	JOSEPH	TECHNOLOGY INTERN	2,077.34			2,077.34
SWANSON	KIMBERLY	CLERICAL WORKER PART TIME	2,746.30			2,746.30
THISTLE	JASON	NETWORK MANAGER	83,170.32			83,170.32
TOKLU	JANET	HUMAN RESOURCES ASSISTANT	54,145.15			54,145.15
WARD	TRACY	LEVEL II SECRETARY	50,425.80	677.82	20.00	51,123.62
WARREN	DANIEL	TECHNICIAN II	56,202.31			56,202.31
WESTLAKE	EMERY	TECHNICIAN II	1,071.01		2,142.00	3,213.01
WHITE	SANDRA	LEVEL III SECRETARY	47,849.76	56.11		47,905.87
WILSON	LAKISHA	HELP DESK MANAGER	68,575.53		75.00	68,650.53
YEE	KRISTINA	TECHNOLOGY INTERN	2,526.78			2,526.78
ZONGHI	JOSEPH	TECHNOLOGY INTERN	1,979.65			1,979.65
			2,930,047.38	2,310.58	60,966.79	2,993,324.75

STUDENT SUPPORT FACILITATORS

ACKERLEY	JEANNE	PARA EDUCATORS - ELM & MIDDLE	27,019.76		227.28	27,247.04
ALESSANDRO	THERESA	BUILDING PARA (HIRED AFTER 94)	6,702.31			6,702.31
ALGUS	KAREN	TUTOR/KINDERGARTEN	14,474.75			14,474.75
ANDERSON	CAROL	TUTOR/KINDERGARTEN	9,024.21			9,024.21
ARNO	KIMBERLEE	CAFETERIA MONITOR	4,475.85			4,475.85
AVOLESE	ANDREA	PARA EDUCATORS - ELM & MIDDLE	390.78			390.78
BARNES	TRACIANA	PARA EDUCATORS - ELM & MIDDLE	9,239.11	487.99	868.31	10,595.41
BATTAGLIA	ELIZABETH	CAFETERIA MONITOR	2,639.82			2,639.82
BELL	CAROLE	PARA EDUCATORS HIGH SCHOOL	25,146.79		200.00	25,346.79
BERELOWITZ	ELANA	PARA EDUCATORS - ELM & MIDDLE	20,933.29			20,933.29
BERGIN	JAN	PARA EDUCATORS - ELM & MIDDLE	22,525.81			22,525.81
BLANEY	BRENDAN	PARA EDUCATORS - ELM & MIDDLE	13,376.37		2,622.41	15,998.78
BLOCH	JESSIE	TUTOR/KINDERGARTEN	6,369.75		741.00	7,110.75
BOUDREAU	ALEXANDR	PARA EDUCATORS HIGH SCHOOL	17,184.95		3,531.58	20,716.53
BRANSON	MARY	FEIP TUTORS	3,398.14		929.68	4,327.82
BRENNEMAN	MICHAEL	PARA EDUCATORS HIGH SCHOOL	25,146.79		1,265.00	26,411.79
BROWNE	DARLENE	FEIP TUTORS	11,193.03			11,193.03
BUTTS	KATHLEEN	TUTOR/KINDERGARTEN	15,844.00			15,844.00
CAIN	KAREN	PARA EDUCATORS - ELM & MIDDLE	24,013.95		200.00	24,213.95
CALDERON	MARY	PARA EDUCATORS - ELM & MIDDLE	22,525.81		250.00	22,775.81
CANTER	ANN	FEIP TUTORS	11,424.79			11,424.79
CARRICK	IRENE	MEDIA PARA HIGH SCHOOL	27,929.08			27,929.08
CHRZANOWSKI	DIANA	PARA EDUCATORS - ELM & MIDDLE	14,008.02			14,008.02
COHEN	RICHARD	CAFETERIA MONITOR	87.89			87.89
CROCKETT	HEATHER	PARA EDUCATORS - ELM & MIDDLE	6,078.17		1,526.69	7,604.86
CULKIN	CONSTANC	MEDIA PARA ELEM & MIDDLE	25,614.77		200.00	25,814.77
CUNNINGHAM	KAREN	TUTOR/KINDERGARTEN	14,649.50			14,649.50
D'ALESSANDRO	MICHAEL	PARA EDUCATORS - ELM & MIDDLE	10,762.81			10,762.81
DALICANDRO	ROSARIA	PARA EDUCATORS HIGH SCHOOL	11,127.33		1,338.20	12,465.53
DALY	KATHLEEN	PARA EDUCATORS HIGH SCHOOL	25,146.79		250.00	25,396.79
DANIELSON	AMY	PARA EDUCATORS - ELM & MIDDLE	21,521.00	883.51	152.33	22,556.84
D'ANTONIO	JENNIFER	PARA EDUCATORS - ELM & MIDDLE	22,550.54			22,550.54
DAVIDSON	ASHLEY	TUTOR/KINDERGARTEN	16,743.00		17,304.00	34,047.00
DEHART	DEBORAH	FEIP TUTORS	2,378.15			2,378.15
DESANTIS	GRETCHEN	CAFETERIA MONITOR	4,924.46			4,924.46
DIBARTOLA	APRIL	TUTOR/KINDERGARTEN	13,634.83			13,634.83
DIGIANDOMENICO	MARISSA	CAFETERIA MONITOR	1,764.07			1,764.07
DIXON	JANET	PARA EDUCATORS - ELM & MIDDLE	24,013.95		300.00	24,313.95

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DIXON	JUDITH	PARA EDUCATORS - ELM & MIDDLE	22,525.81		22,525.81
DONOVAN	AMY	PARA EDUCATORS - ELM & MIDDLE	9,734.66		9,734.66
DOUGALL	SARAH	PARA EDUCATORS HIGH SCHOOL	21,940.97	100.00	22,040.97
DUNN	LAUREL	BUILDING PARA (HIRED AFTER 94)	20,247.26	250.00	20,497.26
EHLE	ANDREW	PARA EDUCATORS - ELM & MIDDLE	4,799.03	2,459.00	7,258.03
FAIR	KEVIN	PARA EDUCATORS HIGH SCHOOL	25,677.53	2,504.00	28,181.53
FITZGIBBONS	MATTHEW	PARA EDUCATORS - ELM & MIDDLE	22,034.29		22,034.29
FLAHERTY	JOANNE	PARA EDUCATORS - ELM & MIDDLE	30,952.37	1,061.23	32,234.88
FONTES	ELAINE	PARA EDUCATORS - ELM & MIDDLE	24,013.95	932.50	24,946.45
FORTINI	DOMINIQUE	PARA EDUCATORS - ELM & MIDDLE	22,166.01	381.61	23,481.11
FOSTER	JOANNE	FEIP TUTORS	58,538.91	9,073.64	67,612.55
FREDA	MARIA	TUTOR/KINDERGARTEN	15,846.00		15,846.00
GERRY	KATHRYN	PARA EDUCATORS - ELM & MIDDLE	19,248.71		19,248.71
GERSH	MADELINE	PARA EDUCATORS - ELM & MIDDLE	22,034.29		22,034.29
GHODRAT	SEDI	PARA EDUCATORS HIGH SCHOOL	26,729.16	188.88	27,856.83
GILLIS	MARILYN	PARA EDUCATORS - ELM & MIDDLE	20,189.96	300.00	20,489.96
GIORGIO	SUSAN	TUTOR/KINDERGARTEN	6,797.25		6,797.25
GLOYD	KAREN	PARA EDUCATORS - ELM & MIDDLE	11,746.52		11,746.52
GOSS	JUDY	PARA EDUCATORS - ELM & MIDDLE	23,613.42	200.00	23,813.42
GRUNES	ELISSA	PARA EDUCATORS HIGH SCHOOL	25,146.79	200.00	25,346.79
HAND	CAROLINE	TUTOR/KINDERGARTEN	7,173.00		7,173.00
HENLEY	THOMAS	PARA EDUCATORS HIGH SCHOOL	24,832.73	4,450.50	29,283.23
HOLIHAN	JEANNE	MEDIA PARA ELEM & MIDDLE	27,517.76	1,302.46	29,006.88
HOLLAND	KAREN	TUTOR/KINDERGARTEN	16,478.00		16,478.00
IKEN	DEBORAH	CAFETERIA MONITOR	4,806.23		4,806.23
JENNINGS	STEPHANIE	PARA EDUCATORS - ELM & MIDDLE	20,204.13	1,148.62	21,352.75
JOHNSON	LISA	TUTOR/KINDERGARTEN	6,852.38		6,852.38
JOKI	ALEXA	TUTOR/KINDERGARTEN	10,052.00		10,052.00
JONES	JOANNA	SUBSTITUTE TEACHER + 15 DAYS	875.34		875.34
KADLIK	JULIE	PARA EDUCATORS HIGH SCHOOL	9,483.38	1,059.05	11,491.34
KAHN	JULIE	TUTOR/KINDERGARTEN	8,722.00		8,722.00
KILLGOAR	MAUREEN	FEIP TUTORS	10,983.50		10,983.50
KILLIAN	MELISSA	CAFETERIA MONITOR	2,555.08		2,555.08
KLEPPER	ROBERT	PARA EDUCATORS - ELM & MIDDLE	27,580.50	1,726.39	29,326.23
KNOWLTON	KIMBERLY	PARA EDUCATORS - ELM & MIDDLE	20,522.54	110.63	20,633.17
KOHA	KELSEY	TUTOR/KINDERGARTEN	7,119.00		7,119.00
KRAUSS	MEGHAN	TUTOR/KINDERGARTEN	9,016.00		9,016.00
LANGAN	LEIGH-ANN	MEDIA PARA ELEM & MIDDLE	24,485.87		24,485.87
LARK	AMANDA	PARA EDUCATORS - ELM & MIDDLE	8,356.62	1,111.77	9,468.39
LARKIN	JOHN	PARA EDUCATORS HIGH SCHOOL	27,066.75	709.85	28,147.54
LEDBETTER	LINDA	CAFETERIA MONITOR	2,040.27		2,040.27
LEONE	NICOLE	PARA EDUCATORS - ELM & MIDDLE	22,343.33		22,343.33
LEVINE	LOUISE	PARA EDUCATORS - ELM & MIDDLE	24,013.95	200.00	24,213.95
LOCHIATTO	LORNA	PARA EDUCATORS HIGH SCHOOL	14,668.81	2,727.92	17,396.73
LOCKHART	VIRGINIA	PARA EDUCATORS - ELM & MIDDLE	23,362.70		23,362.70
LUBARSKY	MARCY	PARA EDUCATORS - ELM & MIDDLE	27,097.42	205.65	27,303.07
LYNCH	CLAIRE	PARA EDUCATORS - ELM & MIDDLE	25,164.50	219.68	25,384.18
MABARDY	LISA	PARA EDUCATORS HIGH SCHOOL	24,690.10		24,690.10
MABARDY	ASHLEY	PARA EDUCATORS HIGH SCHOOL	25,146.79	15,061.28	40,208.07
MABARDY	ALYSSA	PARA EDUCATORS HIGH SCHOOL	12,243.19	11,066.54	23,309.73
MACNEIL	CAROLYN	BUILDING PARA (GRAND)	12,930.98	300.00	13,230.98
MAGNUSON	BRANDON	PARA EDUCATORS - ELM & MIDDLE	12,401.55	193.07	12,594.62
MAK	AMY	PARA EDUCATORS - ELM & MIDDLE	24,013.95	200.00	24,213.95
MAKRANSKY	BARBARA	MEDIA PARA ELEM & MIDDLE	25,614.77		25,614.77
MALEY	JENNIFER	TUTOR/KINDERGARTEN	9,604.00		9,604.00
MARTIN	ANDREA	PARA EDUCATORS - ELM & MIDDLE	22,034.29		22,034.29
MCCALL	KATHLEEN	FEIP TUTORS	11,181.09		11,181.09
MCKEAN	HOLLY	FEIP TUTORS	7,301.85		7,301.85
MCQUILLAN	VALERIE	PARA EDUCATORS - ELM & MIDDLE	12,007.02		12,007.02

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MITCHELL	LORI	FEIP TUTORS		4,215.62		4,215.62
MIXON	STEPHANIE	PARA EDUCATORS - ELM & MIDDLE		2,830.18		2,830.18
MOOR	DONNA	PARA EDUCATORS - ELM & MIDDLE		24,112.68	300.00	24,412.68
MORIARTY	CAROLYN	TUTOR/KINDERGARTEN		13,562.75	882.00	14,444.75
MOSS	REBECCA	MEDIA PARA ELEM & MIDDLE		25,614.77	1,208.62	26,823.39
MUDARRI	SUSAN	PARA EDUCATORS - ELM & MIDDLE	243.73	30,631.75	220.31	31,095.79
NAVARRO	NANCY	PARA EDUCATORS HIGH SCHOOL		25,146.79	450.00	25,596.79
O'BRIEN	NANCY	PARA EDUCATORS - ELM & MIDDLE		23,883.70	200.00	24,083.70
O'BRIEN	JOANNE	PARA EDUCATORS - ELM & MIDDLE		24,013.95		24,013.95
O'BRIEN	LORI	CAFETERIA MONITOR		2,969.66		2,969.66
OLEN	KAREN	PARA EDUCATORS - ELM & MIDDLE		24,072.11		24,072.11
OLIVEIRA	CHERYL	PARA EDUCATORS - ELM & MIDDLE		16,927.78		16,927.78
O'REILLY	SHEILA	PARA EDUCATORS - ELM & MIDDLE		23,492.95	200.00	23,692.95
O'REILLY	ERIN	PARA EDUCATORS - ELM & MIDDLE		8,410.82		8,410.82
PANDIT	TRUPTI	CAFETERIA MONITOR		2,040.29		2,040.29
POWELL	RICHARD	PARA EDUCATORS HIGH SCHOOL		24,238.45	250.00	24,488.45
PREBENSEN	DEBORAH	PARA EDUCATORS - ELM & MIDDLE		23,406.35	250.00	23,656.35
PREBENSEN	MEGAN	PARA EDUCATORS - ELM & MIDDLE		21,224.96		21,224.96
PUSATERI	KRISTIN	FEIP TUTORS		3,457.70		3,457.70
RANGE	JUDITH	CAFETERIA MONITOR		1,651.83		1,651.83
RASMUSSEN	MARIE	PARA EDUCATORS - ELM & MIDDLE		13,083.46	250.00	13,333.46
REBULA	NANCY	PARA EDUCATORS HIGH SCHOOL		25,146.79	200.00	25,346.79
ROGERS	MATTHEW	PARA EDUCATORS HIGH SCHOOL	281.44	26,158.44	22.24	26,462.12
ROLLINS	ANDREW	PARA EDUCATORS - ELM & MIDDLE		24,042.97	3,811.37	27,854.34
ROMANO	MARY	TUTOR/KINDERGARTEN		16,379.38		16,379.38
ROSENBERG	DOLORES	PARA EDUCATORS - ELM & MIDDLE		15,614.45	200.00	15,814.45
ROURKE	CAROL	PARA EDUCATORS - ELM & MIDDLE		24,013.95	300.00	24,313.95
SALTERS	LAUREN	PARA EDUCATORS - ELM & MIDDLE		7,027.86	673.00	7,700.86
SANTOS	JAEDA	CAFETERIA MONITOR		1,946.12		1,946.12
SAVILONIS	MARSHA	PARA EDUCATORS - ELM & MIDDLE		24,013.95	550.00	24,563.95
SCHOLL	STEPHANIE	CAFETERIA MONITOR		3,160.17		3,160.17
SCURLOCK	PATRICIA	PARA EDUCATORS - ELM & MIDDLE		16,258.18		16,258.18
SEDMAN	SARAH	PARA EDUCATORS - ELM & MIDDLE		16,253.51	933.49	17,187.00
SEFTON	VIRGINIA	PARA EDUCATORS - ELM & MIDDLE		23,545.65		23,545.65
SHAUGHNESSY	ELIZABETH	PARA EDUCATORS - ELM & MIDDLE		16,112.27	933.49	17,045.76
SISTRAND	JANINE	PARA EDUCATORS - ELM & MIDDLE		3,153.91		3,153.91
SLAUTA	MARTHA	PARA EDUCATORS - ELM & MIDDLE		24,013.95	200.00	24,213.95
SLAUTA	SHEILA	PARA EDUCATORS - ELM & MIDDLE		22,525.81		22,525.81
SOMA	GAYLE	TUTOR/KINDERGARTEN		16,476.00		16,476.00
SOPHIS	PATRICIA	PARA EDUCATORS - ELM & MIDDLE		24,013.95		24,013.95
SOUZA	JEAN	PARA EDUCATORS - ELM & MIDDLE		22,714.97	375.00	23,089.97
SPENCER	JESSICA	PARA EDUCATORS HIGH SCHOOL		6,365.38	2,850.18	9,215.56
SPINAZOLA	ROBYN	CAFETERIA MONITOR		744.48		744.48
STAFFORD	TERRI	MEDIA PARA ELEM & MIDDLE		19,588.66		19,588.66
SUDENFIELD	JULIE	PARA EDUCATORS - ELM & MIDDLE		22,955.24		22,955.24
TALLINO	CARALYN	BUILDING PARA (HIRED AFTER 94)		6,328.41		6,328.41
TAMBINI	DIANNE	PARA EDUCATORS - ELM & MIDDLE		24,013.95	250.00	24,263.95
TERRY	ELIZABETH	PARA EDUCATORS - ELM & MIDDLE		4,927.52	443.69	5,371.21
THERIAULT	ANN MARIE	PARA EDUCATORS - ELM & MIDDLE		28,404.75		28,404.75
THOMPSON	JESSICA	PARA EDUCATORS HIGH SCHOOL		24,878.67	564.34	25,450.26
TOCK	MARIA	PARA EDUCATORS - ELM & MIDDLE		22,525.81	7.25	22,525.81
TOOMEY	MICHELE	PARA EDUCATORS - ELM & MIDDLE		22,955.24		22,955.24
TRAYERS	LISA	PARA EDUCATORS HIGH SCHOOL		30,435.86	304.67	31,470.53
TRUDEAU	ASHLEY	TUTOR/KINDERGARTEN		15,451.50	730.00	15,451.50
UBALDINO	CATHERINE	PARA EDUCATORS - ELM & MIDDLE		1,200.16		1,200.16
VANTASSEL	NANCY	FEIP TUTORS		3,852.30		3,852.30
VONDERLIETH	KATHERINE	PARA EDUCATORS - ELM & MIDDLE		24,472.40	200.00	24,672.40
WALKER	SUSAN	PARA EDUCATORS - ELM & MIDDLE		24,013.95	200.00	24,213.95
WALLACE	TERRI	TUTOR/KINDERGARTEN		16,961.75		16,961.75

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WALLENSTEIN	ALEXANDR	TUTOR/KINDERGARTEN	6,184.50		741.00	6,925.50
WHITNEY	KATHLEEN	PARA EDUCATORS HIGH SCHOOL	31,028.48	786.73	599.47	32,414.68
WHITNEY	JEAN	PARA EDUCATORS - ELM & MIDDLE	20,933.29			20,933.29
WILLIAMS	LINDA	FEIP TUTORS	11,437.13			11,437.13
WILLIAMS	PATRICIA	PARA EDUCATORS - ELM & MIDDLE	24,013.95		200.00	24,213.95
WILLIAMS	TASHA-LEA	PARA EDUCATORS - ELM & MIDDLE	4,341.55		1,793.78	6,135.33
WONG	BRIAN	MEDIA PARA HIGH SCHOOL	27,929.08			27,929.08
WOOLARD	MICHELE	PARA EDUCATORS - ELM & MIDDLE	23,589.13		750.00	24,339.13
YOUNG	MARIA	MEDIA PARA ELEM & MIDDLE	27,729.42	1,470.38	251.66	29,451.46
ZAMBARANO	MICHAEL	PARA EDUCATORS HIGH SCHOOL	21,276.99		1,907.88	23,184.87
ZAMBARANO	GINA-MARII	PARA EDUCATORS - ELM & MIDDLE	9,504.64	1,762.67	868.31	12,135.62
ZANCHI	MARY	PARA EDUCATORS - ELM & MIDDLE	25,788.54		200.00	25,988.54
ZELIGER	CHRISTINE	PARA EDUCATORS - ELM & MIDDLE	21,413.84		434.31	21,848.15
ZIRLEN	BARBARA	PARA EDUCATORS - ELM & MIDDLE	23,879.56		250.00	24,129.56
			2,853,197.64	17,871.08	108,971.59	2,980,040.31

SUMMER SCHOOL/SUMMER STAFF

ACKERLEY	JEANNE	SUMMER SCHOOL REMEDIAL STAFF	950.93			950.93
BARBATO	MICHELLE	SUMMER SCHOOL REMEDIAL STAFF	2,500.00			2,500.00
BELFORTI	AMY	NATICK SUMMER ACADEMICS	425.00			425.00
BELL	CAROLE	SUMMER SCHOOL REMEDIAL STAFF	1,711.67			1,711.67
BELL	CAROLYN	SUMMER SCHOOL REMEDIAL STAFF	1,900.00			1,900.00
BERNARD	KELLY	SUMMER SCHOOL REMEDIAL STAFF	1,750.00			1,750.00
BLANEY	BRENDAN	SUMMER SCHOOL REMEDIAL STAFF	1,540.50			1,540.50
BRUCE	JANE	NATICK SUMMER ACADEMICS	162.50			162.50
BUONO	MICHAEL	NATICK SUMMER ACADEMICS	712.50			712.50
CACCAVELLI	ROBIN	NATICK SUMMER ACADEMICS	1,650.00			1,650.00
CAULFIELD	GINA	TITLE 1 SUMMER SCHOOL	2,156.13			2,156.13
CROSBY	CHRISTINE	SUMMER SCHOOL REMEDIAL STAFF	2,707.40			2,707.40
CUNNINGHAM	BRENNA	TITLE 1 SUMMER SCHOOL	3,044.15			3,044.15
DABRUSH	MARGARET	NATICK SUMMER ACADEMICS	1,425.00			1,425.00
DEPALO	LISA	SUMMER SCHOOL REMEDIAL STAFF	1,500.00			1,500.00
DOHERTY	JENNIFER	SUMMER SCHOOL REMEDIAL STAFF	2,500.00			2,500.00
DOUGALL	SARAH	SUMMER SCHOOL REMEDIAL STAFF	1,711.67			1,711.67
EARNER	SUSAN	SUMMER SCHOOL REMEDIAL STAFF	2,375.00			2,375.00
FELDMAN	AMANDA	SUMMER SCHOOL REMEDIAL STAFF	2,640.00			2,640.00
GAMMONS	REBECCA	SUMMER SCHOOL REMEDIAL STAFF	1,020.00			1,020.00
GENTILE	MICHAEL	SUMMER SCHOOL REMEDIAL STAFF	2,487.50			2,487.50
GEORGE	LELANA	TITLE 1 SUMMER SCHOOL	2,435.32			2,435.32
GERSH	MADELINE	SUMMER SCHOOL REMEDIAL STAFF	1,540.50			1,540.50
GRIMNER	AMANDA	SUMMER SCHOOL REMEDIAL STAFF	903.38			903.38
GRUNES	ELISSA	SUMMER SCHOOL REMEDIAL STAFF	1,711.67			1,711.67
HARVEY	ROXANN	SUMMER SCHOOL REMEDIAL STAFF	2,687.50			2,687.50
HENLEY	THOMAS	SUMMER SCHOOL REMEDIAL STAFF	1,711.67			1,711.67
HOLMGREN	JILL	TITLE 1 SUMMER SCHOOL	1,845.58			1,845.58
HURD	PAMELA	SUMMER SCHOOL REMEDIAL STAFF	2,430.00			2,430.00
JASSAL	HARDEEP	SUMMER SCHOOL REMEDIAL STAFF	2,855.00			2,855.00
JOHNSON	MARY	TITLE 1 SUMMER SCHOOL	1,978.68			1,978.68
KACIAN	PATRICIA	SUMMER SCHOOL REMEDIAL STAFF	1,500.00			1,500.00
LABOLLITA	JENNIFER	SUMMER SCHOOL REMEDIAL STAFF	2,200.00			2,200.00
LEONE	NICOLE	SUMMER SCHOOL REMEDIAL STAFF	1,711.67			1,711.67
LIPTAK	KAREN	SUMMER SCHOOL REMEDIAL STAFF	2,000.00		273.24	2,273.24
MACALPINE	DYLAN	NATICK SUMMER ACADEMICS	2,550.00			2,550.00
MACGREGOR	JOYCE	NATICK SUMMER ACADEMICS	2,637.50			2,637.50
MAGNUSON	BRANDON	NATICK SUMMER ACADEMICS	325.00			325.00
MCCARTHY	KAREN	TITLE 1 SUMMER SCHOOL	1,369.86			1,369.86
MCDERMOTT	JAKE	SUMMER SCHOOL REMEDIAL STAFF	1,678.10			1,678.10
MCGONAGLE	KAYLEY	NATICK SUMMER ACADEMICS	1,744.00			1,744.00
MCSHANE	JESSICA	SUMMER SCHOOL REMEDIAL STAFF	2,500.00			2,500.00
MERSON	JAN	NATICK SUMMER ACADEMICS	2,484.00			2,484.00

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MILCH	DOUGLAS	NATICK SUMMER ACADEMICS	3,200.00	4,426.00	7,626.00
MUDARRI	SUSAN	SUMMER SCHOOL REMEDIAL STAFF	1,711.67		1,711.67
NASER	BARBARA	TITLE 1 SUMMER SCHOOL	2,435.32		2,435.32
NEMETH	AMANDA	SUMMER SCHOOL REMEDIAL STAFF	2,400.00		2,400.00
O'BRIEN	CATHERINE	SUMMER SCHOOL REMEDIAL STAFF	2,000.00		2,000.00
O'LEARY	DANIEL	NATICK SUMMER ACADEMICS	3,264.00		3,264.00
O'LEARY	JULIE	SUMMER SCHOOL REMEDIAL STAFF	2,025.00		2,025.00
OLEN	KAREN	SUMMER SCHOOL REMEDIAL STAFF	1,369.33		1,369.33
O'NEILL	KATHRYN	SUMMER SCHOOL REMEDIAL STAFF	2,500.00		2,500.00
PERKINS	KERRYNN	NATICK SUMMER ACADEMICS	812.50		812.50
POWSNER	SUSAN	SUMMER SCHOOL REMEDIAL STAFF	1,350.00		1,350.00
RAIDER	JEFFREY	NATICK SUMMER ACADEMICS	1,650.00		1,650.00
ROBERSON	MARJORIE	NATICK SUMMER ACADEMICS	275.00		275.00
RONAN	GAIL	SUMMER SCHOOL REMEDIAL STAFF	2,145.00		2,145.00
ROSENBERG	DOLORES	SUMMER SCHOOL REMEDIAL STAFF	1,711.67		1,711.67
RUSSO	MICHAEL	NATICK SUMMER ACADEMICS	1,862.50		1,862.50
RYAN	MAGGIE	NATICK SUMMER ACADEMICS	2,350.00		2,350.00
RYDING	LAURI	NATICK SUMMER ACADEMICS	500.00		500.00
SALVIA	AMY	SUMMER SCHOOL REMEDIAL STAFF	2,740.00		2,740.00
SANTINO	PAULINE	SUMMER SCHOOL REMEDIAL STAFF	200.00		200.00
SCOTT	DOUGLAS	NATICK SUMMER ACADEMICS	1,875.00		1,875.00
SHADE	RUSSELL	SUMMER SCHOOL REMEDIAL STAFF	2,505.00		2,505.00
SINGER	BARBARA	SUMMER SCHOOL REMEDIAL STAFF	180.00		180.00
SLATTERY	ROBIN	NATICK SUMMER ACADEMICS	5,311.18		5,311.18
SOPHIS	PATRICIA	SUMMER SCHOOL REMEDIAL STAFF	1,711.67		1,711.67
SUGRUE	MARIA	TITLE 1 SUMMER SCHOOL	331.21	273.24	604.45
SUGRUE	DANA	SUMMER SCHOOL REMEDIAL STAFF	1,540.50		1,540.50
TAGLIAPIETRA	PAUL	SUMMER SCHOOL REMEDIAL STAFF	4,185.50		4,185.50
THERIAULT	ANNMARIE	SUMMER SCHOOL REMEDIAL STAFF	1,540.49		1,540.49
THOMPSON	JESSICA	SUMMER SCHOOL REMEDIAL STAFF	950.93		950.93
TRAYERS	LISA	SUMMER SCHOOL REMEDIAL STAFF	1,711.67		1,711.67
WAGER	WILLIAM	TITLE 1 SUMMER SCHOOL	1,832.71		1,832.71
WHITNEY	KATHLEEN	SUMMER SCHOOL REMEDIAL STAFF	1,711.67		1,711.67
WONG	BRIAN	TECHNOLOGY INTERN	5,615.71		5,615.71
YEE	THERESA	TITLE 1 SUMMER SCHOOL	1,826.49		1,826.49
ZAMBARANO	MICHAEL	NATICK SUMMER ACADEMICS	712.50		712.50
			149,714.20	4,972.48	154,686.68
SCHOOL RACIAL IMBALANCE					
DOYLE	SARAH	ACADEMIC LIAISON	5,898.36	425.00	6,323.36
PEARSON	ALEXANDRI	DIRECTOR METCO	72,178.90		72,178.90
ZITOLI	TRACY	ACADEMIC LIAISON	10,456.02		10,456.02
			88,533.28	425.00	88,958.28
ASAP					
ACKERLEY	CARLY	ASAP LEAD INSTRUCTOR	11,460.62		11,460.62
ADELMAN	JENIFER	ASAP SITE SUPERVISOR	37,598.88	1,106.11	38,704.99
ALSTON	BROOKE	ASAP TUTOR/MENTOR	1,606.79		1,606.79
ASCHER-RADECHOV	CAMILA	ASAP ASSIST INSTRUCTOR	6,754.03		6,754.03
ASTE	MELISSA	ASAP TUTOR/MENTOR	1,851.37		1,851.37
BAUTISTA	ISABEL	ASAP TUTOR/MENTOR	3,388.61		3,388.61
BELFORTI	AMY	ASAP OPERATIONS MANAGER	43,893.80		43,893.80
BERELOWITZ	ADAM	ASAP TUTOR/MENTOR	1,621.45		1,621.45
BERTINO	AMANDA	ASAP INSTRUCTOR	2,301.27		2,301.27
BIRCHLER	CARALEIGH	ASAP INSTRUCTOR	10,377.23		10,377.23
BLINN	RYAN	ASAP TUTOR/MENTOR	1,304.68		1,304.68
CAMPBELL	ALYSSA	ASAP TUTOR/MENTOR	878.07		878.07
CAP-RENZI	MEGAN	ASAP DIRECTOR	69,851.23		69,851.23
CARR	JAMIE	ASAP TUTOR/MENTOR	3,875.56		3,875.56
CARVALHO	DINA	ASAP ASST. SITE SUPERVISOR	27,661.50	137.74	27,799.24
CATLIN	TUCKER	ASAP TUTOR/MENTOR	1,116.98		1,116.98

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CHANDLER	AUSTIN	ASAP TUTOR/MENTOR	1,247.29		1,247.29
CIVIDINO	MARK	ASAP SUBSTITUTE STAFF	2,374.59		2,374.59
COFFEY	CHRISTOPH	ASAP ASST. SITE SUPERVISOR	18,922.02		18,922.02
COOK	JACOB	ASAP SITE SUPERVISOR	37,112.88	407.07	37,519.95
CROWLEY	CAROLINE	ASAP TUTOR/MENTOR	1,167.43		1,167.43
CUSELLA	SAMANTHA	ASAP ASSIST INSTRUCTOR	5,931.82		5,931.82
DAIGLE	ELISE	ASAP TUTOR/MENTOR	2,450.53		2,450.53
DELPRETE	GINA	ASAP SITE SUPERVISOR	37,112.88	2,245.45	39,358.33
DESANTIS	ANTHONY	ASAP TUTOR/MENTOR	1,041.86		1,041.86
ENGLE	ADAM	ASAP SUBSTITUTE STAFF	52.19		52.19
FIRTH	KATHLEEN	ASAP INSTRUCTOR	9,617.64		9,617.64
FITZGERALD	MORGAN	ASAP SITE SUPERVISOR	37,112.88	1,106.11	38,218.99
FITZGERALD	KELLEY	ASAP INSTRUCTOR	10,920.99	121.44	11,042.43
FITZGERALD	AMY	ASAP TUTOR/MENTOR	2,837.70		2,837.70
FITZGERALD	KEVIN	ASAP TUTOR/MENTOR	1,057.71		1,057.71
FRUNEAUX	MARISSA	ASAP TUTOR/MENTOR	1,244.79		1,244.79
GAGNER	MARYLOU	ASAP ASST. SITE SUPERVISOR	22,580.00		22,580.00
GRAHAM	AARON	ASAP ASST. SITE SUPERVISOR	28,943.54		28,943.54
GRANNAN-DOLL	KELSEY	ASAP ASST. SITE SUPERVISOR	18,496.11		18,496.11
GUILFOIL	TIMOTHY	ASAP TUTOR/MENTOR	1,787.79		1,787.79
HAYWOOD	WILLIAM	ASAP ASSIST INSTRUCTOR	1,963.64		1,963.64
HEYDE	BRIANNA	ASAP ASST. SITE SUPERVISOR	27,625.39		27,625.39
HEYDE	MICHAEL	ASAP INSTRUCTOR	11,359.32	1,658.21	1,279.12
HOLLAND	KATHY	ASAP COORDINATOR	23,304.84		23,304.84
HOLTZ	ANDERSON	ASAP TUTOR/MENTOR	1,888.05	95.38	1,983.43
HOPKINS	JUSTIN	ASAP TUTOR/MENTOR	795.77		795.77
HUBENY	PAMELA	ASAP INSTRUCTOR	1,904.11		1,904.11
IRVING	TOBIAS	ASAP INSTRUCTOR	2,010.74		2,010.74
JELFS	EMILY	ASAP TUTOR/MENTOR	1,419.42		1,419.42
JOHNSON	ROBERT	ASAP INSTRUCTOR	5,783.43		5,783.43
KEOUGH	SHARLA	ASAP TUTOR/MENTOR	1,785.34		1,785.34
KOSTIN	MELISSA	ASAP TUTOR/MENTOR	865.76		865.76
KOVAL	ALLYSON	ASAP TUTOR/MENTOR	1,802.43		1,802.43
LAPORTE	KELLY	ASAP TUTOR/MENTOR	1,220.38		1,220.38
LAVALLEE	EMILIA	ASAP TUTOR/MENTOR	1,919.84		1,919.84
LEE	JARED	ASAP SUBSTITUTE STAFF	2,433.30		2,433.30
LEE	DESIRAE	ASAP TUTOR/MENTOR	1,217.36	97.29	1,314.65
LINDSEY	KATHLEEN	ASAP ASSIST INSTRUCTOR	11,585.55		11,585.55
LYNCH	GILLIAN	ASAP TUTOR/MENTOR	1,287.19		1,287.19
MACUMBER	KATE	ASAP ASSIST INSTRUCTOR	5,901.93		5,901.93
MARCHAND	DESIREE	ASAP ASSIST INSTRUCTOR	5,042.49		5,042.49
MCCOWAN	FELICIA	ASAP INSTRUCTOR	11,066.42	304.66	11,371.08
MCDERMOTT	JAKE	ASAP SUBSTITUTE STAFF	2,276.75		2,276.75
MCGINLEY	MARIE	ASAP SUBSTITUTE STAFF	6,949.21		6,949.21
MERSON	JAN	ASAP INSTRUCTOR	12,291.94	632.50	12,924.44
MOLINA	NANCY	ASAP SITE SUPERVISOR	23,149.54	616.80	23,766.34
MORAN	MARGARET	ASAP ASSISTANT DIRECTOR	43,874.82	592.00	44,466.82
MOSES	CHRISTINA	ASAP INSTRUCTOR	4,035.43		4,035.43
MUCCIARONE	DEBBIE	ASAP COORDINATOR	14,618.27	208.45	14,826.72
MUCCIARONE	PRESTON	ASAP ASSIST INSTRUCTOR	9,580.48		9,580.48
MUCCIARONE	ASHLEY	ASAP LEAD INSTRUCTOR	6,626.96		6,626.96
MURPHY-DANIELS	COLLEEN	ASAP INSTRUCTOR	9,124.81	65.20	9,190.01
MUSSHORN	LAUREN	ASAP TUTOR/MENTOR	1,252.29		1,252.29
NATARELLI	LINDSEY	ASAP INSTRUCTOR	11,397.63		11,397.63
NATARELLI	EMILY	ASAP TUTOR/MENTOR	1,157.50	94.79	1,252.29
NATOLA	STEPHEN	ASAP TUTOR/MENTOR	1,208.15		1,208.15
NAUGHTON	PATRICIA	ASAP COORDINATOR	16,065.05		16,065.05
NEMECZKY	KRISTINA	ASAP TUTOR/MENTOR	1,964.46	31.79	1,996.25
NGUYEN	LINDA	ASAP TUTOR/MENTOR	1,222.33		1,222.33

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ONUC	JENNIFER	ASAP ASSIST INSTRUCTOR	1,925.55	523.15	2,448.70
OUELLETTE	CAMERON	ASAP TUTOR/MENTOR	1,077.64		1,077.64
PACHECO	MEGAN	ASAP LEAD INSTRUCTOR	16,117.41		16,117.41
PADDEN	CHARLOTTE	ASAP LEAD INSTRUCTOR	1,446.11		1,446.11
PALMGREN	SPENCER	ASAP LEAD INSTRUCTOR	7,927.47		7,927.47
PALTERMAN	MARK	ASAP SUBSTITUTE STAFF	5,853.78		5,853.78
PATTERSON	MADELINE	ASAP TUTOR/MENTOR	3,375.26		3,375.26
PORTESHAUVER	NATHAN	ASAP LEAD INSTRUCTOR	2,379.61		2,379.61
POULOS	AURALEE	ASAP INSTRUCTOR	11,400.68		11,400.68
RAFFERTY	SHANNON	ASAP ASSIST INSTRUCTOR	6,924.90		6,924.90
RAWLINGS	CATHERINE	ASAP INSTRUCTOR	5,072.80		5,072.80
REARDON	DANIEL	ASAP INSTRUCTOR	3,686.36		3,686.36
REILLY	ELIZABETH	ASAP TUTOR/MENTOR	1,085.87		1,085.87
REYNOLDS	KELLEE	ASAP ASSIST INSTRUCTOR	6,547.23		6,547.23
ROBERTS	AMANDA	ASAP SITE SUPERVISOR	12,484.96	1,967.65	14,452.61
ROBNETT	JAMES	ASAP SITE SUPERVISOR	34,823.03		34,823.03
ROCHWERGER	PENNI	ASAP INSTRUCTOR	3,777.01		3,777.01
ROSIN	LAUREN	ASAP TUTOR/MENTOR	1,212.34	59.87	1,272.21
RUSSELL	MICHELLE	ASAP SUBSTITUTE STAFF	1,246.02		1,246.02
RUSSELL	ANNE	ASAP TUTOR/MENTOR	2,634.93		2,634.93
SEETO	KRISTEN	ASAP SUBSTITUTE STAFF	1,069.36		1,069.36
SHAHVARI	JOANNE	ASAP INSTRUCTOR	9,457.54		9,457.54
SHOOSHANIAN	JULIE	ASAP SUBSTITUTE STAFF	6,357.40		6,357.40
STECKBECK	CATHERINE	ASAP SUBSTITUTE STAFF	2,204.98		2,204.98
SULLIVAN	ASHLEY	ASAP LEAD INSTRUCTOR	12,812.62		12,812.62
SULSER	ELIZABETH	ASAP INSTRUCTOR	6,445.19		6,445.19
SULSER	DIANE	ASAP COORDINATOR	16,015.11	1,013.38	17,028.49
TAVARES	LORENA	ASAP TUTOR/MENTOR	3,130.65		3,130.65
THERIAULT	GABRIELLE	ASAP ASSIST INSTRUCTOR	4,810.72		4,810.72
TORRES	ALANA	ASAP ASSIST INSTRUCTOR	4,593.00		4,593.00
TRONCOSO	ALBERTO	ASAP INSTRUCTOR	9,929.43		9,929.43
VERDELLI	GEMMA	ASAP ASST. SITE SUPERVISOR	22,214.77		22,214.77
VROTSOS	DYLAN	ASAP TUTOR/MENTOR	1,252.17		1,252.17
WALKER	CAMERON	ASAP TUTOR/MENTOR	1,489.41		1,489.41
WALKER	KATHLEEN	ASAP COORDINATOR	10,640.40	1,098.27	11,738.67
WALSH	PATRICK	ASAP SITE SUPERVISOR	36,444.09	2,245.45	38,689.54
WARD	CODY	ASAP ASSIST INSTRUCTOR	2,442.09		2,442.09
WEIDNER	RYAN	ASAP SUBSTITUTE STAFF	2,143.02		2,143.02
WOODSIDE	FAITH	ASAP KINDERGARTEN COORDINATOR	16,267.90		16,267.90
YOUNG	ERIC	ASAP ASST. SITE SUPERVISOR	9,931.04	749.86	10,680.90
			1,069,182.88	1,658.21	16,799.53
					1,087,640.62

SCHOOL LUNCH

ANAYA	MARIA	SUBSTITUTE FOOD SERVICE WRKER	3,099.85		3,099.85
BAILEY	NICOLE	FOOD SERVICE MIDDLE SCHOOL MGR	31,058.44	103.30	31,291.74
BOUDREAU	DELPHINE	FOOD SERVICE WORKER PART TIME	9,968.74		10,503.87
BOURET	CASSANDRA	FOOD SERVICE WORKER PART TIME	3,295.31		3,295.31
CHIAVARINI	RAEHEL	FOOD SERVICE COOK BAKER	22,392.99	2,071.47	24,794.46
CURRAN	COLLEEN	SUBSTITUTE FOOD SERVICE WRKER	2,763.81		2,763.81
DE DOMING	TONI	FOOD SERVICE WORKER PART TIME	6,990.15		7,120.15
DESJARDIN	ARLENE	FOOD SERVICE WORKER PART TIME	9,868.58		9,998.58
DESMARAIS	TANYA	FOOD SERVICE WORKER PART TIME	5,645.11		5,645.11
DEVROUDE	LISL	SUBSTITUTE FOOD SERVICE WRKER	5,341.55		5,341.55
DISNEY	KARIENE	FOOD SERVICE WORKER PART TIME	8,241.85		8,371.85
DUFFY	MARIE	FOOD SERVICE WORKER PART TIME	9,649.33	5.40	9,784.73
DUNN	PATRICIA	FOOD SERVICE WORKER PART TIME	10,227.72		10,357.72
FAIR	KRISTINE	FOOD SERVICE WORKER PART TIME	13,922.56	142.26	14,194.82
FEBUS	VIRGINIA	FOOD SERVICE WORKER PART TIME	14,327.19	166.23	14,623.42
FORAN	ROSEANN	FOOD SERVICE COOK SUPERVISOR	29,031.34	703.88	30,065.22
HARDY	AMANDA	FOOD SERVICE WORKER PART TIME	7,208.51		7,338.51

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HARROW	CHARLENE	FOOD SERVICE WORKER PART TIME	11,328.65		551.35	11,880.00
HARTLEY	JUDE	SUBSTITUTE FOOD SERVICE WRKER	794.59			794.59
HIGGINS	PATRICIA	FOOD SERVICE WORKER PART TIME	3,029.67			3,029.67
HILLARD	KIMBERLY	FOOD SERVICE WORKER PART TIME	14,837.51		139.31	14,976.82
HLADICK	LOIS	FOOD SERVICE WORKER PART TIME	7,534.21		130.00	7,664.21
INDELICATO	LISA	SUBSTITUTE FOOD SERVICE WRKER	125.16			125.16
INDRESANO	ANGELA	FOOD SERVICE WORKER FULL TIME	17,941.50		430.00	18,371.50
JENCUNAS	ANN	FOOD SERVICE MANAGER HIGH SCH	36,148.96	4,148.03	1,133.10	41,430.09
KIRBY	CHRISTINE	FOOD SERVICE WORKER PART TIME	2,597.58			2,597.58
LAROSA	BARBARA	FOOD SERVICE WORKER PART TIME	9,903.42		230.00	10,133.42
LAVIN	SUSAN	FOOD SERVICE WORKER PART TIME	9,389.52		130.00	9,519.52
LAWSON	JEANMARIE	FOOD SERVICE WORKER PART TIME	10,396.24		130.00	10,526.24
LEVERONE	DEBRA	FOOD SERVICE WORKER PART TIME	11,874.85	302.24	130.00	12,307.09
LEWIS	GLORIA	FOOD SERVICE WORKER PART TIME	9,609.99		130.00	9,739.99
MACDONALD	CHRISTINE	FOOD SERVICE WORKER PART TIME	3,014.34			3,014.34
MARCHAND	KATHLEEN	SUBSTITUTE FOOD SERVICE WRKER	174.63			174.63
MARSO	KAREN	FOOD SERVICE COOK BAKER	19,016.15		330.00	19,346.15
MAXFIELD	MELISSA	SUBSTITUTE FOOD SERVICE WRKER	698.50			698.50
MCGOVERN	KERI	FOOD SERVICE WORKER PART TIME	9,927.93		130.00	10,057.93
MCGRATH	JANICE	FOOD SERVICE WORKER PART TIME	7,523.00		130.00	7,653.00
MOORE	TRACY	FOOD SERVICE WORKER PART TIME	9,591.80		130.00	9,721.80
MURPHY	EILEEN	FOOD SERVICE MIDDLE SCHOOL MGR	30,613.97	781.90	950.87	32,346.74
MURRAY	ROBIN	FOOD SERVICE WORKER PART TIME	10,604.33		230.00	10,834.33
POULACK	CHRISTINE	SUBSTITUTE FOOD SERVICE WRKER	2,393.31			2,393.31
ROBINSON	DIANE	SUBSTITUTE FOOD SERVICE WRKER	2,526.73			2,526.73
SKINNER	CHERYL	SUBSTITUTE FOOD SERVICE WRKER	385.92			385.92
STEVENS	KAREN	FOOD SERVICE WORKER PART TIME	5,387.70		130.00	5,517.70
SUTHERLAND	JOSEPHINE	FOOD SERVICE WORKER FULL TIME	20,207.72		1,142.00	21,349.72
TAHMILI	ANGELA	SUBSTITUTE FOOD SERVICE WRKER	653.10		178.12	831.22
TODESCO	MARIANNE	FOOD SERVICE WORKER PART TIME	7,802.72			7,802.72
TORAN	CAROL	SUBSTITUTE FOOD SERVICE WRKER	2,294.77			2,294.77
WEDDLE	KRISTINE	SUBSTITUTE FOOD SERVICE WRKER	855.29			855.29
WILLIAMSON	MARYANN	FOOD SERVICE WORKER PART TIME	6,689.85		130.00	6,819.85
WONG	BETTY	FOOD SERVICE WORKER PART TIME	9,611.98		130.00	9,741.98
			488,518.62	8,424.71	9,109.88	506,053.21

SCHOOL SUPERVISION

BERTUCCI	ROSE	PRINCIPAL SECONDARY EDUCATION	134,955.99		500.00	135,455.99
CARNEY	TERESA	PRINCIPAL MIDDLE EDUCATION	65,000.00			65,000.00
DOWNING	KIRK	PRINCIPAL ELEMENTARY EDUCATION	122,308.03		3,000.00	125,308.03
GHILANI	KAREN	PRINCIPAL ELEMENTARY EDUCATION	116,150.06		500.00	116,650.06
IVES	LAURA	ASSIST DIR PUPIL SERV-SYEAR	99,589.50		592.27	100,181.77
JOSEPH	MATTHEW	PRINCIPAL ELEMENTARY EDUCATION	122,308.03		500.00	122,808.03
KELLY	IAN	PRINCIPAL ELEMENTARY EDUCATION	122,308.03		500.00	122,808.03
KINKEAD	MARYBETH	PRINCIPAL PRESCHOOL	100,861.41		500.00	101,361.41
MCGOVERN	LINDSEY	ASSIST DIR PUPIL SERV-SYEAR	98,336.55			98,336.55
PAGE	WILLIAM	PRINCIPAL MIDDLE EDUCATION	65,000.00		3,652.18	68,652.18
SMITH	HEATHER	PRINCIPAL ELEMENTARY EDUCATION	117,664.95		500.00	118,164.95
TAGLIAPIETRA	PAUL	ASSIST DIR PUPIL SERV-SYEAR	98,336.55			98,336.55
VICKERY	ROSEMARY	PRINCIPAL MIDDLE EDUCATION	126,280.96		1,000.00	127,280.96
			1,389,100.06		11,244.45	1,400,344.51

SCHOOL VICE PRINCIPALS/DIRECTORS

BOUDREAU	MARGARET	VICE PRINCIPAL SECONDARY	120,279.24			120,279.24
CARNEY	NIAL	VICE PRINCIPAL MIDDLE	111,195.28		1,106.50	112,301.78
COLLINS	TIMOTHY	ATHLETIC DIRECTOR	104,428.05			104,428.05
GALVIN	ZACHARY	VICE PRINCIPAL SECONDARY	123,399.40			123,399.40
HATT	MEGAN	VICE PRINCIPAL MIDDLE	110,706.69			110,706.69
ANNIBALLI	ROBERT	DIRECTOR PHYSICAL EDUCATION	79,966.06		24,466.37	104,432.43
BALBONI	SUSAN	VICE PRIN MIDDLE SCHL YR	98,330.70			98,330.70
GATTO	BENJAMIN	ASSISTANT PRINCIPAL ELMEN	93,075.98			93,075.98

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MILLER	STEPHEN	DIR FINE ARTS M+30	83,438.26	17,878.47	101,316.73
			924,819.66	43,451.34	968,271.00
BENNET HEMENWAY SCHOOL					
BARBATO	MICHELLE	ELEMENTARY TEACHER MASTERS	48,224.57		48,224.57
BRADLEY	AMBER	ELEMENTARY TEACHER MASTERS	18,398.07		18,398.07
BRIONES	LISA	ELEMENTARY TEACHER MASTER +30	83,438.26	28.40	83,466.66
CRAIG	ASHLEY	ELEMENTARY TEACHER BACHELOR	52,084.60	2,689.59	54,774.19
DAHLHEIMER	SARAH	ELEMENTARY TEACHER MASTERS	70,794.49	1,144.80	71,939.29
DEBIASE	LAURA	ELEMENTARY TEACHER MASTER +30	70,477.41	750.00	71,227.41
ELLIOTT	MELISSA	ELEMENTARY TEACHER MASTERS	64,793.53		64,793.53
GOLDWAIT	MARYGRACE	ELEMENTARY TEACHER MASTERS	64,793.53		64,793.53
HAYES	LISA	ELEMENTARY TEACHER MASTER +30	83,438.26	200.00	83,638.26
HOLT	JACQUELYN	ELEMENTARY TEACHER MASTERS+75	89,802.53		89,802.53
HUSE	ALISON	ELEMENTARY TEACHER MASTERS	60,797.98		60,797.98
KERN	LINDSAY	ELEMENTARY TEACHER MASTERS	65,941.15	453.40	66,394.55
KILLORIN	JACQUELINE	ELEMENTARY TEACHER MASTERS+60	71,957.85	698.24	72,656.09
KRAKAUER	KATHRYN	ELEMENTARY TEACHER MASTER +30	69,465.10	486.86	69,951.96
KRUSZEWSKA	CAROLINA	ELEMENTARY TEACHER MASTERS	75,854.32		75,854.32
LAPLANTE	NINA	ELEMENTARY TEACHER MASTERS	75,854.32	1,296.14	77,150.46
LETOVSKY	SHARON	ELEMENTARY TEACHER MASTERS	64,793.53		64,793.53
MARZULLO	KIMBERLY	ELEMENTARY TEACHER MASTERS	72,209.78		72,209.78
MAVRIKOS	CATHERINE	ELEMENTARY TEACHER MASTERS	64,793.53	510.72	65,304.25
MCSHANE	VICTORIA	ELEMENTARY TEACHER MASTERS	64,793.53	85.72	64,879.25
MOORES	LAUREN	ELEMENTARY TEACHER MASTER +30	38,552.09		38,552.09
NEMESKAL	CHRISTINE	ELEMENTARY TEACHER MASTERS	70,794.49		70,794.49
O'BRIEN	CATHERINE	ELEMENTARY TEACHER MASTER +30	83,438.26		83,438.26
SILVERBERG	LEE	ELEMENTARY TEACHER MASTERS+60	77,752.77		77,752.77
SIMMONS	JULIANNE	ELEMENTARY TEACHER MASTERS	51,206.71		51,206.71
SLATER	DAVID	ELEMENTARY TEACHER MASTERS	17,010.36		17,010.36
WRAIGHT	KATHERINE	ELEMENTARY TEACHER BACHELOR	64,356.61	850.00	65,206.61
ZAJDEL	KELLY	ELEMENTARY TEACHER BACHELOR	46,552.28		46,552.28
			1,782,369.91	9,193.87	1,791,563.78
BROWN SCHOOL					
ALBERT	MICHAEL	ELEMENTARY TEACHER MASTER +30	83,438.26	1,296.14	84,734.40
BARNES	LESLIE	ELEMENTARY TEACHER MASTERS	69,405.10	273.24	69,678.34
BERNATH	NANCY	ELEMENTARY TEACHER BACHELOR	68,956.94	1,597.78	70,554.72
BRODSKY	RACHAEL	ELEMENTARY TEACHER MASTER +30	47,855.46	375.00	48,230.46
COLLERAN	DANIELLE	ELEMENTARY TEACHER MASTERS	69,405.10	327.88	69,732.98
COSTELLO	PAMELA	ELEMENTARY TEACHER MASTERS	70,397.94		70,397.94
CURTIN	MELISSA	ELEMENTARY TEACHER BACHELOR	44,762.32		44,762.32
D'AGNELLI	LINDSAY	ELEMENTARY TEACHER MASTERS	55,385.18		55,385.18
DMITRIEV	JULIA	ELEMENTARY TEACHER MASTERS	57,601.50	185.58	57,787.08
DONOVAN	KATIE	ELEMENTARY TEACHER BACHELOR	25,774.31		25,774.31
FORZAGLIA	KRISTINA	ELEMENTARY TEACHER MASTERS	55,385.18	318.59	55,703.77
GAGNE	ANGELINA	ELEMENTARY TEACHER MASTERS+60	84,741.70	3,049.20	87,790.90
GORMAN	ABIGAIL	ELEMENTARY TEACHER MASTERS	17,010.36		17,010.36
HURLEY	KATHLEEN	ELEMENTARY TEACHER MASTER +30	83,438.26	57.18	83,495.44
KELLY	MICHAEL	ELEMENTARY TEACHER BACHELOR	46,552.28		46,552.28
LUKE	PATRICIA	ELEMENTARY TEACHER MASTERS+75	89,802.53		89,802.53
MACINNES	MELISSA	ELEMENTARY TEACHER MASTERS	70,794.49	191.26	70,985.75
MARTIN	ANNA	ELEMENTARY TEACHER MASTERS	49,195.96		49,195.96
RISI	JENNIFER	ELEMENTARY TEACHER MASTER +30	83,438.26		83,438.26
SHERMAN	SALLY	ELEMENTARY TEACHER MASTER +30	61,579.43	478.24	62,057.67
STEFANOWICZ	JARED	ELEMENTARY TEACHER MASTER +30	82,975.35	28.92	83,004.27
STUCCHI	DANIELLE	ELEMENTARY TEACHER BACHELOR	25,047.07		25,047.07
YOUNG	DENISE	ELEMENTARY TEACHER MASTERS+75	89,802.53	1,808.72	91,611.25
			1,432,745.51	9,987.73	1,442,733.24
SCHOOL HEALTH SERVICE					
ARNOLD	ALICIA	NURSE BACHELORS	58,903.86		58,903.86

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BEATTY	SUSANNE	NURSE BACHELORS	68,956.94		68,956.94
BOSSE	DAWN	SUBSTITUTE NURSE	900.00		900.00
GEMMELL-STEINBER	ELIZABETH	NURSE BACHELORS	67,172.67		67,172.67
GILBERT	KRISTIN	NURSE BACHELORS	68,956.94		68,956.94
GRAVES	LISA	SUBSTITUTE NURSE	9,356.00		9,356.00
KARBOWSKI	JOSEPH	SUBSTITUTE NURSE	910.00		910.00
LAGAN	MARYANNE	SUBSTITUTE NURSE	1,088.00		1,088.00
LEBLANC	MICHELLE	NURSE BACHELORS	20,635.43		20,635.43
MARCINKIEWICZ	NICOLE	NURSE MASTERS	75,129.27	50.00	75,179.27
MCNEILL	KELLY	SUBSTITUTE NURSE	11,724.00		11,724.00
NASER	BARBARA	NURSE BACHELORS	64,356.61	150.00	64,506.61
PERISTERE	SUSAN	SUBSTITUTE NURSE	4,586.00		4,586.00
RAHN	JANICE	NURSE BACHELORS	68,582.56		68,582.56
RUFO	KAREN	NURSE DIRECTOR	75,854.32	15,294.52	91,148.84
SANTINO	PAULINE	NURSE MASTERS	75,129.27		75,129.27
SEAMAN	KATHERINE	SUBSTITUTE NURSE	1,080.00		1,080.00
SEMONIAN	SELENA	SUBSTITUTE NURSE	1,530.00	235.96	1,765.96
SINGER	BARBARA	NURSE MASTERS	60,683.54	1,054.53	61,738.07
TWISS	DENISE	NURSE MASTERS	44,053.87	2,740.00	46,793.87
VERMOUTH	MARY	NURSE BACHELORS	68,956.94	50.00	69,006.94
WELBURN	MARSHA	SUBSTITUTE NURSE	1,820.00		1,820.00
			850,366.22	235.96	19,339.05
					869,941.23

JOHNSON SCHOOL

ABRAMO	KRISTINA	ELEMENTARY TEACHER MASTERS	19,899.72	28.92	19,928.64
BACSIK	DIANNE	SPECIAL NEEDS TEACHER MASTERS	34,121.04		34,121.04
BLAKE	KRISTEN	ELEMENTARY TEACHER MASTERS+60	87,611.54	246.99	87,858.53
BRUNS	AMY	ELEMENTARY TEACHER MASTERS+75	88,381.67	788.00	89,169.67
CAULFIELD	GINA	ELEMENTARY TEACHER MASTERS	53,255.04	57.32	53,312.36
CUNNINGHAM	BRENNA	ELEMENTARY TEACHER MASTERS	59,905.59	594.89	60,500.48
GEORGE	LELANA	ELEMENTARY TEACHER MASTERS	75,854.32		75,854.32
KENNY	BRENDA	ELEMENTARY TEACHER MASTERS	75,854.32	57.32	75,911.64
SUGRUE	MARIA	ELEMENTARY TEACHER MASTERS	75,854.32	28.40	75,882.72
TENNEY	MARYA	ELEMENTARY TEACHER MASTERS	72,901.26		72,901.26
TOURANGEAU	JUSTIN	ELEMENTARY TEACHER BACHELOR	54,459.58	57.32	54,516.90
WOOD	JEFFERSON	ELEMENTARY TEACHER MASTER +30	83,438.26	1,989.00	85,427.26
			781,536.66	3,848.16	785,384.82

LILJA SCHOOL

ALTCHEK	BETHANY	ELEMENTARY TEACHER MASTERS+75	88,381.67	1,267.18	89,648.85
BARRY	KEVIN	ELEMENTARY TEACHER BACHELOR	33,550.86		33,550.86
BENNETT	ALISON	ELEMENTARY TEACHER MASTERS	1,745.44		1,745.44
BRAINERD	JESSICA	ELEMENTARY TEACHER MASTER +30	49,380.15		49,380.15
CHASE	KENDRA	ELEMENTARY TEACHER MASTERS	72,209.78	1,361.14	73,570.92
CONNELLY	KELLI	ELEMENTARY TEACHER MASTERS	75,854.32		75,854.32
CRONIN	LISA	ELEMENTARY TEACHER MASTERS	19,134.00		19,134.00
CURRAN	SARAH	ELEMENTARY TEACHER MASTER +30	45,664.55	709.62	46,374.17
DAVINO	BROOKE	ELEMENTARY TEACHER MASTERS	19,899.72	55.74	19,955.46
EGERHEI	JEAN	ELEMENTARY TEACHER MASTER +30	83,438.26		83,438.26
EVANS	ALISON	ELEMENTARY TEACHER MASTERS	62,301.71		62,301.71
GALLAGHER	ASHLEY	ELEMENTARY TEACHER MASTERS	57,601.50	57.18	57,658.68
GAYNER	ANNE	ELEMENTARY TEACHER MASTERS	35,485.46		35,485.46
HIRSCH	JENNIFER	ELEMENTARY TEACHER MASTERS	51,206.71	423.51	51,630.22
KOZIN	HEATHER	ELEMENTARY TEACHER MASTERS	51,206.71	55.74	51,262.45
MCENANEY	KRISTEN	ELEMENTARY TEACHER MASTERS+75	88,381.67	2,080.48	90,462.15
MCHUGH	CAROLYN	ELEMENTARY TEACHER MASTERS	13,695.04	2,685.30	16,380.34
NEVST	NANCY	ELEMENTARY TEACHER BACHELOR	32,259.54		32,259.54
NORRMAN	CHRISTINE	ELEMENTARY TEACHER BACHELOR	52,801.04		52,801.04
PERSHOUSE	SARAH	ELEMENTARY TEACHER MASTERS	67,318.94		67,318.94
PRANGE	LINDSAY	ELEMENTARY TEACHER MASTERS	53,255.04	330.41	53,585.45
QUIMBY	SARAH	ELEMENTARY TEACHER MASTERS	51,206.71	546.47	51,753.18

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SNOW	TESSIE	ELEMENTARY TEACHER MASTERS	17,010.36	55.74	17,066.10
SPRAGUE	KELLY	ELEMENTARY TEACHER MASTERS	17,010.36		17,010.36
STARKEL	HEATHER	ELEMENTARY TEACHER MASTERS	55,385.18	643.59	56,028.77

MEMORIAL SCHOOL

ANDERSON	KATHLEEN	ELEMENTARY TEACHER MASTER +30	83,438.26	409.85	83,848.11
ARAUJO	KIMBERLY	ELEMENTARY TEACHER BACHELOR	46,552.28	200.00	46,752.28
BARTER	JOHN	SPECIAL NEEDS TEACHER MASTERS	69,405.10	1,500.00	70,905.10
BROTHERS	ELIZABETH	ELEMENTARY TEACHER MASTERS	29,461.75		29,461.75
DESAUTELS	LAUREN	ELEMENTARY TEACHER MASTERS	57,601.50	163.94	57,765.44
DIVITO	KAREN	ELEMENTARY TEACHER BACHELOR	68,956.94		68,956.94
HAWKES	KELSI	ELEMENTARY TEACHER MASTERS	53,255.04	1,479.75	54,734.79
HOFFMAN	JORDAN	ELEMENTARY TEACHER MASTERS+60	49,059.77	3,627.04	52,686.81
HOCKWAY	CAROL	ELEMENTARY TEACHER BACHELOR	68,956.94	191.26	69,148.20
INGHAM	CHRISTINA	ELEMENTARY TEACHER MASTERS	63,331.71		63,331.71
JOHNSEN	CHRISTINE	ELEMENTARY TEACHER MASTER +30	77,872.34	218.59	78,090.93
JOHNSON	JESSICA	ELEMENTARY TEACHER MASTER +30	68,427.03		68,427.03
KENNEY	ELIZABETH	ELEMENTARY TEACHER MASTER +30	81,019.52		81,019.52
KENNY	MARY	ELEMENTARY TEACHER BACHELOR	68,295.81	1,569.38	69,865.19
LEVINE	JULIE	ELEMENTARY TEACHER MASTERS	62,038.71	1,175.26	63,213.97
LOER	ALEXANDR	ELEMENTARY TEACHER MASTERS	25,120.08		25,120.08
LYDON	MARGARET	ELEMENTARY TEACHER MASTER +30	83,438.26	409.85	83,848.11
MACKENZIE	ELKE	ELEMENTARY TEACHER MASTER +30	74,050.18	83.61	74,133.79
QUIMBY	MELISSA	ELEMENTARY TEACHER BACHELOR	12,271.56	3,363.52	15,635.08
REILLY	CATHERINE	ELEMENTARY TEACHER MASTERS	57,601.50		57,601.50
SINEL	ALYSSA	ELEMENTARY TEACHER MASTERS	57,601.50	653.96	58,255.46
STANEK	ERIN	ELEMENTARY TEACHER MASTER +30	71,272.34		71,272.34
WEILER	KENDRA	ELEMENTARY TEACHER MASTER +30	76,344.95	57.18	76,402.13
			1,405,373.07	15,103.19	1,420,476.26

KENNEDY MIDDLE SCHOOL

ALAGAPPAN	NANDINI	TEACHER MIDDLE MASTERS +30	61,818.55	1,353.98	63,172.53
ALMON	JONATHAN	TEACHER MIDDLE MASTERS	34,121.04		34,121.04
ANDREOTES	COLLEEN	TEACHER MIDDLE MASTERS	58,672.89	615.68	59,288.57
BISHOP	HEATHER	TEACHER MIDDLE MASTERS +75	89,802.53	8,642.43	98,444.96
BRENNEMAN	ELLEN	TEACHER MIDDLE MASTERS +75	89,802.53	1,716.15	91,518.68
BRENNEMAN	JENNIFER	TEACHER MIDDLE MASTERS +30	77,872.34	3,484.97	81,357.31
CONLEY	SEAN	TEACHER MIDDLE BACHELORS	46,552.28	1,716.15	48,268.43
COTTER	LORI	TEACHER MIDDLE MASTERS +30	83,438.26	3,614.62	87,052.88
COTTER	KEVIN	TEACHER MIDDLE MASTERS +30	19,290.73	7,806.59	27,097.32
COTTON	KENNETH	TEACHER MIDDLE MASTERS	70,794.49		70,794.49
DABRUSH	MARGARET	TEACHER MIDDLE MASTERS +30	51,245.82		51,245.82
DION	CHRISTINE	TEACHER MIDDLE MASTERS +30	77,927.09	1,857.22	79,784.31
DRAPEAU	DAVID	TEACHER MIDDLE MASTERS	57,601.50	1,365.00	58,966.50
DUMAS-ELLIOTT	NICOLE	TEACHER MIDDLE MASTERS	53,828.56	418.16	54,246.72
DWYER	MEGHAN	TEACHER MIDDLE MASTERS	58,401.03	1,481.30	59,882.33
FOREST	CHRISTOPH	TEACHER MIDDLE MASTERS +75	89,802.53	5,510.15	95,312.68
GAUTHIER	STACY	TEACHER MIDDLE MASTERS	73,654.55	400.00	74,054.55
GRIFFIN	DONALD	TEACHER MIDDLE MASTERS	75,854.32	7,741.96	83,596.28
HACKET	MARA	TEACHER MIDDLE MASTERS +30	79,430.67	2,081.00	81,511.67
HAMM	MICHELLE	TEACHER MIDDLE MASTERS +30	82,639.26	2,746.15	85,385.41
JOYCE	KIERNAN	TEACHER MIDDLE MASTERS	36,905.64		36,905.64
KASSAP	BETH	TEACHER MIDDLE MASTERS +30	83,438.26	1,265.00	84,703.26
KITTLER	NATHAN	TEACHER MIDDLE MASTERS	75,854.32	7,472.94	83,327.26
KNAPIK	KARIN	TEACHER MIDDLE MASTERS	75,854.32	2,697.50	78,551.82
KORHN	MACKENZIE	TEACHER MIDDLE MASTERS	72,209.78	601.29	72,811.07
LANE	JOSEPH	TEACHER MIDDLE MASTERS	59,905.59	2,845.00	62,750.59
LEMON	SANDRA	TEACHER MIDDLE MASTERS +30	83,438.26	3,753.25	87,191.51
LYTH	DAVID	TEACHER MIDDLE MASTERS +30	61,579.43	1,478.24	63,057.67
MARSHALL	BRITTANY	TEACHER SECONDARY MASTERS	57,601.50	2,806.11	60,407.61

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MAYHEW	JOANNA	TEACHER MIDDLE BACHELORS	31,019.05		31,019.05
MCCANN	MICHELLE	TEACHER MIDDLE MASTERS	69,405.10	1,878.50	71,283.60
MCMAHON	JEFFREY	TEACHER MIDDLE MASTERS	62,301.71	1,880.69	64,182.40
NORRIS	ADRIENNE	TEACHER/DEPT HEAD MASTERS	73,654.55	8,290.21	81,944.76
PEIRCE	DARYL	TEACHER MIDDLE MASTERS	37,330.26		37,330.26
POORE	ALICIA	TEACHER MIDDLE MASTERS	17,010.36		17,010.36
PORTEN	HEIDI	TEACHER MIDDLE MASTERS	67,318.94	1,265.00	68,583.94
POWER	PAUL	TEACHER MIDDLE MASTERS +30	74,050.18	10,662.79	84,712.97
PRESSWOOD	KATHERINE	TEACHER MIDDLE MASTERS	75,854.32	500.00	76,354.32
PRUSKI-PAMIR	CHRISTINE	TEACHER MIDDLE MASTERS +30	72,190.04	2,372.79	74,562.83
RAIDER	JEFFREY	TEACHER MIDDLE BACHELORS	23,594.30	1,153.34	24,747.64
REED	JENNIFER	TEACHER MIDDLE MASTERS	62,301.71	29.60	62,331.31
ROGERS	KATI	TEACHER MIDDLE MASTERS +30	73,630.92	1,005.68	74,636.60
ROMA	SUZANNE	TEACHER MIDDLE MASTERS +75	73,756.91	1,596.10	75,353.01
ROTH	LAURA	TEACHER SECONDARY MASTERS	53,255.04		53,255.04
SCHNEEKLOTH	REBECCA	TEACHER MIDDLE MASTERS	69,405.10	57.18	69,462.28
SIMON	SARAH	TEACHER MIDDLE MASTERS +60	80,162.77	3,297.15	83,459.92
STEFANINI	THOMAS	TEACHER MIDDLE MASTERS +30	83,438.26	2,530.00	85,968.26
VIGUE	NOEL	TEACHER MIDDLE MASTERS +30	75,977.03	1,290.31	77,267.34
WALLICK	KATHERINE	TEACHER SECONDARY MASTERS	17,690.58		17,690.58
ZHU	YU LAN	TEACHER MIDDLE MASTERS	59,905.59		59,905.59
			3,192,590.79	113,280.18	3,305,870.97

WILSON MIDDLE SCHOOL

BAILLARGEON	JILL	TEACHER MIDDLE MASTERS	19,958.68		19,958.68
BARANOFF	MARK	TEACHER MIDDLE MASTERS	69,405.10	7,975.41	77,380.51
BRENNAN	DONALD	TEACHER MIDDLE MASTERS	69,405.10	632.50	70,037.60
CAFUA	EDWARD	TEACHER MIDDLE BACHELORS	15,464.07	28.92	15,492.99
CAMPAGNA	KRISTINE	TEACHER MIDDLE MASTERS +30	65,895.08	3,711.00	69,606.08
CASEY	KEVIN	TEACHER MIDDLE MASTERS	57,601.50	2,582.34	60,183.84
COLEMAN	JUDITH	TEACHER MIDDLE MASTERS +75	89,802.53	9,773.67	99,576.20
CONNORS	LYNN	TEACHER MIDDLE MASTERS +30	83,438.26	136.62	83,574.88
CORCORAN	JENNIFER	TEACHER MIDDLE MASTERS +30	56,656.58	300.42	56,957.00
CROFUT	NATALIA	TEACHER MIDDLE BACHELORS	54,459.58	28.40	54,487.98
DE MARCO	ELISA	TEACHER MIDDLE MASTERS	53,255.04		53,255.04
DOYLE	KENNETH	TEACHER MIDDLE MASTERS +30	83,438.26	600.00	84,038.26
DUBBS	ANDREA	TEACHER MIDDLE MASTERS	75,882.72	300.42	76,183.14
DUMONT	RICHARD	TEACHER MIDDLE MASTERS +30	36,015.36		36,015.36
FRIES	ERIC	TEACHER MIDDLE MASTERS	62,301.71	200.00	62,501.71
FRISWELL	SARAH	TEACHER MIDDLE MASTERS	34,787.71	1,254.54	36,042.25
FULTON	CRAIG	TEACHER MIDDLE MASTERS	55,385.18	5,633.11	61,018.29
GRAF	SUSAN	TEACHER MIDDLE MASTERS	62,301.71	10,719.79	73,021.50
GREEN	ELIZABETH	TEACHER MIDDLE MASTERS +75	89,802.53	1,690.90	91,493.43
HARRINGTON	KATE	TEACHER MIDDLE MASTERS +60	80,162.77	2,755.19	82,917.96
HAUSERMANN	DANIEL	TEACHER MIDDLE MASTERS	57,601.50	5,635.92	63,237.42
HEIDEN	MICHAEL	TEACHER MIDDLE MASTERS	75,854.32		75,854.32
HEIDEN	ELIZABETH	TEACHER MIDDLE MASTERS +30	83,438.26	2,213.00	85,651.26
INSALACO-SLEEPER	ANNE-MARI	TEACHER MIDDLE MASTERS +30	83,438.26		83,438.26
LANGAN	LISA	TEACHER MIDDLE MASTERS +30	79,430.67	932.92	80,363.59
LEWIS	REBECCA	TEACHER MIDDLE MASTERS	72,878.99		72,878.99
LONGLEY	CHAD	TEACHER MIDDLE MASTERS	73,654.55	2,459.00	76,113.55
LOVELY	KENNETH	TEACHER MIDDLE BACHELORS	66,955.65	56.80	67,012.45
MALLOY	ANN-MARG	TEACHER MIDDLE MASTERS	75,854.32		75,854.32
MATTISON	KAITLIN	TEACHER MIDDLE MASTERS	53,255.04	1,716.15	54,971.19
MCDONOUGH	KIRSTEN	TEACHER MIDDLE MASTERS +30	83,438.26	1,345.77	84,784.03
MCGINTY	MARYANN	TEACHER MIDDLE MASTERS +30	83,438.26		83,438.26
METSKY	MONICA	TEACHER MIDDLE MASTERS +30	16,290.75	3,774.56	20,065.31
MORETZ	HEATHER	TEACHER MIDDLE MASTERS +30	82,639.26	3,839.35	86,478.61
MORRILL	SCOTT	TEACHER MIDDLE MASTERS	55,385.18	2,263.32	57,648.50
MORRISON	MALLORI	TEACHER MIDDLE MASTERS	62,301.71	6,328.32	68,630.03

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NEEL	JESSICA	TEACHER MIDDLE MASTERS	72,209.78		72,209.78
NEIMANN	JOHATHAN	TEACHER MIDDLE BACHELORS	6,185.61		6,185.61
NORTON	MARIE	TEACHER MIDDLE MASTERS +30	83,438.26	1,114.86	84,553.12
O'BRIEN	ILSE	TEACHER MIDDLE MASTERS	73,682.95	1,587.77	75,270.72
OLIVIERI	LISA	TEACHER MIDDLE MASTERS	57,601.50	1,265.00	58,866.50
PERA	JEFFREY	TEACHER MIDDLE MASTERS	64,793.53	2,534.00	67,327.53
PIRRERA	JILL	TEACHER MIDDLE MASTERS	5,819.58		5,819.58
POGARIAN	SHEILA	TEACHER MIDDLE MASTERS	73,654.55	1,032.50	74,687.05
RANDALL	MARY LOU	TEACHER MIDDLE MASTERS +60	87,611.54	2,749.85	90,361.39
ROSS	BRIDGET	TEACHER MIDDLE MASTERS +30	58,209.54	57.32	58,266.86
ROTH	LINDSAY	TEACHER MIDDLE MASTERS	54,758.90	2,120.16	56,879.06
SALLEE	THOMAS	TEACHER MIDDLE MASTERS +30	76,344.95	3,432.30	79,777.25
SCHILL	RUTHANNE	TEACHER MIDDLE MASTERS +30	83,438.26		83,438.26
SENNETTE	WILBERT	TEACHER MIDDLE MASTERS	67,318.94		67,318.94
SHUSTER	WHITNEY	TEACHER MIDDLE MASTERS	67,318.94	1,159.06	68,478.00
SHUTE	ADAM	TEACHER MIDDLE MASTERS	67,318.94	9,122.82	76,441.76
SLAVIK HAMILTON	CHRISTY	TEACHER MIDDLE DOCTORATE	91,992.21	557.77	92,549.98
SLETZINGER	JUDITH	TEACHER MIDDLE MASTERS +30	83,438.26	500.00	83,938.26
SMITH	AMANDA	TEACHER MIDDLE MASTERS +30	79,430.67		79,430.67
SOCKALOSKY	TRACY	TEACHER MIDDLE MASTERS	69,405.10	600.00	70,005.10
SOKOL	KIRSTIN	TEACHER MIDDLE MASTERS +60	87,611.54	1,218.67	88,830.21
SOUZA	PETER	TEACHER MIDDLE MASTERS +30	83,438.26	1,265.00	84,703.26
ST. GEORGE	SHIVONNE	TEACHER MIDDLE MASTERS	20,695.86	28.92	20,724.78
SULLIVAN	TRACY	TEACHER MIDDLE MASTERS	16,353.84	2,044.23	18,398.07
SUNG	BENJAMIN	TEACHER MIDDLE BACHELORS	48,413.62	474.36	48,887.98
WATTS	JEANNE	TEACHER MIDDLE MASTERS +30	54,114.91	56.80	54,171.71
ZAZZARO	RACHEL	TEACHER MIDDLE MASTERS	23,759.54	28.40	23,787.94
			3,979,634.03	111,838.13	4,091,472.16

HIGH SCHOOL

ALFEO	VALERIE	TEACHER SECONDARY MASTERS +30	69,733.37	4,503.01	74,236.38
AMARAVADI	RATNAKAR	TEACHER SECONDARY MASTERS +75	88,381.67	531.03	88,912.70
AMICO	KATELYN	TEACHER SECONDARY BACHELORS	16,082.64	4,395.54	20,478.18
ANDERSON	LINDA	TEACHER SECONDARY MASTERS +60	8,962.75	1,427.90	10,390.65
ARAUJO	JAMES	TEACHER SECONDARY MASTERS +30	71,272.34	949.57	72,221.91
ASTILL	KENNETH	TEACHER DEPT/HEAD MASTERS +60	87,611.54	8,775.28	96,386.82
BERKOWITZ	LAUREN	TEACHER SECONDARY MASTERS	47,962.51		47,962.51
BILLETT	KIMBERLY	TEACHER SECONDARY BACHELORS	44,723.09	430.99	45,154.08
BRENNEMAN	MATTHEW	TEACHER SECONDARY BACHELORS	64,356.61	23,981.48	88,338.09
BREZINSKY	ELLEN	TEACHER SECONDARY MASTERS	64,793.53	75.54	64,869.07
BUONO	MICHAEL	TEACHER SECONDARY BACHELORS	49,964.02	15,507.76	65,471.78
BURNELL	ALYCE	TEACHER SECONDARY MASTERS	75,129.27	1,668.10	76,797.37
CAMIEL	SUSAN	TEACHER SECONDARY MASTERS +30	83,476.03	2,246.48	85,722.51
CAULFIELD	DENISE-JVR	TEACHER DEPT/HEAD MASTERS +30	82,639.26	8,830.10	91,469.36
CHAN	ALFRED	TEACHER SECONDARY MASTERS	19,134.00	276.28	19,410.28
CICE	JOHN	TEACHER SECONDARY MASTERS +30	83,438.26	5,053.41	88,491.67
CONROY	JILL	TEACHER SECONDARY MASTERS +30	76,382.72	1,580.04	77,962.76
CROHAN	CYNTHIA	TEACHER SECONDARY MASTERS +30	83,438.26	642.88	84,081.14
CULLEN	LORI	TEACHER SECONDARY MASTERS	62,301.71	257.18	62,558.89
CUOCO	ANTHONY	TEACHER SECONDARY BACHELORS	44,762.32	698.27	45,460.59
CURRAN	SHEILA	TEACHER SECONDARY MASTERS +30	83,438.26	153.18	83,591.44
D'AGOSTINO	JOANNA	TEACHER SECONDARY MASTERS +30	57,686.54		57,686.54
DALEY	KARI-ANN	TEACHER SECONDARY MASTERS +60	79,253.48	1,067.77	80,321.25
DANGEL	BRIDGET	TEACHER SECONDARY MASTERS	6,804.18		6,804.18
DE VUONO-HOMBER	MARIA	TEACHER SECONDARY BACHELORS	14,472.54		14,472.54
DIANTONIO	NICHOLAS	TEACHER SECONDARY MASTERS	17,010.36		17,010.36
DIFRANCESCA	NEIL	TEACHER SECONDARY MASTERS +30	82,639.26	424.32	83,063.58
DURYEA	CHRISTOPH	TEACHER SECONDARY MASTERS	73,241.97	189.55	73,431.52
EGAN	AMANDA	TEACHER SECONDARY MASTERS	53,828.56	2,393.88	56,222.44
ERIKSEN	ERIN	TEACHER SECONDARY MASTERS	48,188.27		48,188.27

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FINNEY	BRYAN	TEACHER SECONDARY BACHELORS	16,082.64	38.47	16,121.11
FORD	IVOR	TEACHER SECONDARY MASTERS +30	76,344.95	4,786.77	81,131.72
GARCIA-VALLES	MARIA ROS	TEACHER SECONDARY MASTERS	75,129.27	670.97	75,800.24
GATES	HEATHER	TEACHER SECONDARY MASTERS	16,573.50		16,573.50
GECKLE	RICHARD	TEACHER SECONDARY DOCTORATE	91,992.21	5,811.47	97,803.68
GLAVIN	LUCAS	TEACHER SECONDARY MASTERS +30	68,531.10	76.24	68,607.34
GLIESMAN	TARA	TEACHER SECONDARY MASTERS	64,831.30	6,377.70	71,209.00
GODIN	JENNIFER	TEACHER SECONDARY MASTERS	70,794.49	1,618.77	72,413.26
GUASTELLA	ROBERT	TEACHER SECONDARY MASTERS	18,398.07		18,398.07
GUIDICE	JOSEPH	TEACHER SECONDARY MASTERS	62,301.71	7,561.21	69,862.92
HAGEMEISTER	MARGARET	TEACHER SECONDARY MASTERS +30	19,230.00		19,230.00
HARRIS	BRUCE	TEACHER SECONDARY MASTERS +30	83,438.26	4,419.47	87,857.73
HAVARD	JENNIFER	TEACHER SECONDARY DOCTORATE	20,629.08	38.47	20,667.55
HAVERSTICK	SUSAN	TEACHER SECONDARY MASTERS +30	67,744.00	619.09	68,363.09
HAWES	ELIZABETH	TEACHER SECONDARY MASTERS	58,672.89	38.47	58,711.36
HINNENKAMP	DANIEL	TEACHER SECONDARY MASTERS +30	82,639.26	8,327.48	90,966.74
HISTEN	SAVANNAH	TEACHER MIDDLE MASTERS +30	58,581.81	152.48	58,734.29
HOLLINS	ANDREW	TEACHER SECONDARY MASTERS +60	74,836.04	1,803.02	76,639.06
HOYE	JASON	TEACHER SECONDARY BACHELORS	56,638.26	13,172.47	69,810.73
JEKANOSKI	ROBERT	TEACHER SECONDARY MASTERS +30	84,203.87	190.95	84,394.82
KARETSKY	ALEXANDE	TEACHER SECONDARY MASTERS +60	87,611.54		87,611.54
KERXHALLI	VALERIE	TEACHER SECONDARY BACHELORS	9,693.54	38.47	9,732.01
LANDESMAN	JULIE	TEACHER SECONDARY BACHELORS	34,892.50	670.27	35,562.77
LAVEZZO	LISA	TEACHER SECONDARY BACHELORS	21,081.17	4,177.12	25,258.29
LIPSON	MICHAEL	TEACHER SECONDARY BACHELORS	33,550.86	75.54	33,626.40
LONCICH	KRISTEN	TEACHER SECONDARY MASTERS	51,206.71	37.77	51,244.48
MA	LILY	TEACHER SECONDARY MASTERS	55,385.18	517.19	55,902.37
MACALPINE	DYLAN	TEACHER SECONDARY MASTERS	43,003.47	1,240.27	44,243.74
MAGNUSON	SUZANNA	TEACHER SECONDARY MASTERS	66,937.79	514.92	67,452.71
MARINO	KELLY	TEACHER MIDDLE MASTERS +30	83,476.03	779.77	84,255.80
MAYORGA	JILL	TEACHER SECONDARY MASTERS	44,777.32	591.89	45,369.21
MCCOLLUM	KIMBERLY	TEACHER SECONDARY MASTERS	17,910.86	75.54	17,986.40
MILKOSKY	KATHERINE	TEACHER SECONDARY BACHELORS	30,392.97	1,772.48	32,165.45
MILLER	MATTHEW	TEACHER SECONDARY MASTERS +30	79,430.67	20,598.83	100,029.50
MOLONEY	BRIAN	TEACHER SECONDARY BACHELORS	61,199.42	13,136.02	74,335.44
MORTARA	MICHAEL	TEACHER SECONDARY MASTERS	59,905.59	75.54	59,981.13
MUSANTE	MARNIE	TEACHER SECONDARY MASTERS +60	87,611.54	265.09	87,876.63
NAPIER BERNSTEIN	CAMILLE	TEACHER SECONDARY MASTERS +60	86,772.08	409.86	87,181.94
OUELLET	MARYANNE	TEACHER DEPT/HEAD MASTERS +60	77,752.77	8,147.30	85,900.07
OUELLETTE	ERIC	TEACHER SECONDARY BACHELORS	17,435.70	41.13	17,476.83
PEARSON	HEATHER	TEACHER SECONDARY BACHELORS	46,552.28	321.81	46,874.09
PERCHESKI	JOANNE	TEACHER SECONDARY MASTERS +75	89,802.53	581.09	90,383.62
PERKINS	KERRYIN	TEACHER SECONDARY MASTERS	62,301.71	3,257.95	65,559.66
PLACHY	LINDA	TEACHER SECONDARY BACHELORS	68,956.94	3,199.77	72,156.71
ROBERSON	MARJORIE	TEACHER SECONDARY MASTERS +30	83,438.26	275.54	83,713.80
ROGERS	ANDREA	TEACHER SECONDARY BACHELORS	61,199.42	911.01	62,110.43
RUFO	ANTHONY	TEACHER SECONDARY BACHELORS	46,552.28	632.50	47,184.78
RUGGABER	ALESE	TEACHER SECONDARY MASTERS +30	83,438.26	2,295.00	85,733.26
RUO	ANGELA	TEACHER SECONDARY MASTERS	51,244.48	2,499.40	53,743.88
RUSSO	MICHAEL	TEACHER SECONDARY BACHELORS	39,026.35	4,146.32	43,172.67
SANDERSON	MARIA MON	TEACHER SECONDARY MASTERS	62,301.71		62,301.71
SANFORD	WILLIAM	TEACHER SECONDARY MASTERS +30	68,531.10	57.18	68,588.28
SCOTT	DOUGLAS	TEACHER SECONDARY MASTERS +30	77,872.34	4,981.47	82,853.81
SHADDOCK	CAITLYN	TEACHER SECONDARY MASTERS	18,398.07	38.47	18,436.54
SHAPIRO	DAVID	TEACHER SECONDARY MASTERS +30	61,579.43	2,176.99	63,756.42
SIMMS	JANICE	TEACHER SECONDARY MASTERS +30	54,114.91	2,102.46	56,217.37
STEFANINI	JESSICA	TEACHER SECONDARY MASTERS +30	68,392.02	7,188.75	75,580.77
STEVENS	JENNIFER	TEACHER SECONDARY BACHELORS	32,259.54	10,414.76	42,674.30
TAVARES	KELLY	TEACHER SECONDARY MASTERS	70,794.49	632.50	71,426.99

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TOBIN	EMILY	TEACHER SECONDARY BACHELORS	31,370.64	686.18	32,056.82
TULLY	SUSAN	TEACHER SECONDARY MASTERS +30	73,027.37	5,478.92	78,506.29
TURNER	CHARLES	TEACHER SECONDARY MASTERS	51,206.71	7,379.00	58,585.71
VASQUEZ	MELIDENIS	TEACHER SECONDARY MASTERS	67,318.94	1,537.00	68,855.94
VOLDMAN	JUSTIN	TEACHER SECONDARY MASTERS +30	69,733.37	11,619.89	81,353.26
WALL	BRIAN	TEACHER SECONDARY MASTERS	59,905.59	273.24	60,178.83
WEBER	LINDA	TEACHER DEPT/HEAD MASTERS +30	83,438.26	8,673.03	92,111.29
WEISS	ERIC	TEACHER SECONDARY MASTERS +30	39,035.23	37.77	39,073.00
WILLEY	DANIEL	TEACHER SECONDARY MASTERS	17,690.58		17,690.58
WILSON	DAVID	TEACHER SECONDARY MASTERS	51,206.71	3,665.09	54,871.80
WOLFMAN	SETH	TEACHER SECONDARY MASTERS	8,497.86	37.77	8,535.63
YAKOVAC	ERIN	TEACHER SECONDARY MASTERS	69,405.10	1,105.54	70,510.64
ZHAO	LEI	TEACHER SECONDARY MASTERS +30	35,523.81	1,114.88	36,638.69
			5,762,846.03	282,249.32	6,045,095.35

ELEMENTARY SPECIALISTS

CAPPABIANCA	ANTHONY	ELEMENTARY TEACHER MASTERS+75	88,381.67	425.00	88,806.67
CURTIS	BREE	ELEMENTARY SPECIALIST M+60	69,762.30	1,781.97	71,544.27
DEMAYO	GARY	ELEMENTARY SPECIALISTS M+30	81,019.52		81,019.52
DOMBROSKAS	ROBERT	ELEMENTARY SPECIALISTS BACHELR	54,459.58	210.00	54,669.58
GYSER	MARYLYNN	SPECIAL NEEDS TEACHER MASTR+30	64,540.01	1,469.46	66,009.47
JODICE	MARK	ELEMENTARY SPECIALISTS BACHELR	68,956.94	81.97	69,038.91
KENNEDY	SUSAN	ELEMENTARY SPECIALIST M+60	83,401.98	1,244.86	84,646.84
PARVEN	MICHELLE	ELEMENTARY SPECIALISTS BACHELR	22,684.45	81.97	22,766.42
PASCARELLI	JENNEY	ELEMENTARY SPECIALISTS MASTERS	59,905.59		59,905.59
PESTANA	LAURA	ELEMENTARY SPECIALISTS BACHELR	68,956.94		68,956.94
RETELAS	KALLI	ELEMENTARY SPECIALISTS MASTERS	32,865.40	61.55	32,926.95
RICE	THOMAS	ELEMENTARY SPECIALISTS MASTERS	73,654.55	859.47	74,514.02
ROPER	TIMOTHY	ELEMENTARY SPECIALISTS BACHELR	34,371.20	680.97	35,052.17
STOETZEL	KRISTIN	ELEMENTARY SPECIALISTS M+30	83,438.26	1,716.79	85,155.05
SUNDAY	JENIFER	ELEMENTARY SPECIALISTS MASTERS	55,546.48	951.49	56,497.97
WEAVER	JANE	ELEMENTARY SPECIALIST M+60	81,766.25	81.97	81,848.22
WHITE	CATHERINE	ELEMENTARY SPECIALISTS M+30	83,438.26	3,815.82	87,254.08
WORTHINGTON	MARTHA	ELEMENTARY SPECIALISTS BACHELR	24,003.99	661.79	24,665.78
ZIDES	KRISTIN	ELEMENTARY SPECIALISTS MASTERS	44,036.87	643.74	44,680.61
FURST	KATHARINE	ELEMENTARY SPECIALISTS M+30	6,147.28	1,130.66	7,277.94
			1,181,337.52	15,899.48	1,197,237.00

PUPIL SERVICES

ABRAMOVICH	BRENDA	SPECIAL NEEDS TEACHER MASTR+30	21,544.51		21,544.51
ADAMS	LAUREN	TEACHER SECONDARY MASTERS	57,601.50	815.10	58,416.60
ANDERSEN	JEANNE	SPECIAL NEEDS TEACHER DOCTORAT	54,280.16	15,230.88	69,511.04
ANDERSON	STACEY	SPECIAL NEEDS TEACHER MASTERS	62,301.71		62,301.71
ARNOLD	CHRISTY	TEACHER ELL MASTERS	67,318.94	715.59	68,034.53
BAHDE	JESSICA	SPECIAL NEEDS TEACHER MASTERS	32,808.64	1,354.50	34,163.14
BANGERT	CANDICE	OCCUP THERAPIST MASTERS	75,854.32	6,246.06	82,100.38
BARRY	ALLISON	SPECIAL NEEDS TEACHER MASTERS	14,347.61		14,347.61
BATISTA	JANICE	TEACHER MIDDLE BACHELORS	14,339.84	246.27	14,586.11
BELL	CAROLYN	SPECIAL NEEDS TEACHER MASTR+30	65,895.08		65,895.08
BERTOLOZZI	ELIZABETH	SPECIAL NEEDS TEACHER MASTERS	3,969.25	12,334.50	16,303.75
BLAIR	LISA	SCHOOL PSYCHOLOGIST MASTERS	15,164.70		15,164.70
BRANDE	LAURA	SPECIAL NEEDS TEACHER MASTERS	64,821.93	28.40	64,850.33
BRENNEMAN	THOMAS	TRANS COORDINATOR M+30	12,238.93	2,216.80	14,455.73
BRITTON	MARYANN	SPECIAL NEEDS TEACHER MASTR+75	89,802.53		89,802.53
BROSHNIAN	JAMES	RE-ENTRY COORDINATOR	56,488.38		56,488.38
BROWN	SARAH	SPEECH THERAPIST MASTERS +30	77,872.34		77,872.34
BROWN	KATHERYN	TRANSITION COORD MASTR	22,384.35		22,384.35
CALDERON	CELINA	SPECIAL NEEDS TEACHER MASTERS	42,040.16		42,040.16
CALLAHAN	ELIZABETH	SPEECH THERAPIST MASTERS	58,923.59		58,923.59
CARR	HEATHER	SPECIAL NEEDS TEACHER MASTERS	51,272.64	345.01	51,617.65
CARTER	LAUREN	SPECIAL NEEDS TEACHER MASTERS	53,821.64	1,383.52	55,205.16

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CARTER	KRISTEN	SCHOOL PSYCHOLOGIST MASTERS+30	63,361.82		63,361.82
CARUSO	ALISON	PHYSICAL THERAPIST BACH	47,466.54		47,466.54
CAULFIELD	MICHAEL	SPECIAL NEEDS TEACHER BACHELOR	48,413.62	3,895.65	52,309.27
CAVAGNUOLO	JARED	SPECIAL NEEDS TEACHER MASTR+30	78,540.80	4,481.58	83,022.38
CHAKIRIS	JULIA	SCHOOL PSYCHOLOGIST MASTERS+30	60,925.30		60,925.30
CHAMBERS	MEREDITH	SPECIAL NEEDS TEACHER MASTERS	17,626.74	1,125.07	16,501.67
CLARK	MARIMARTI	TEACHER ELL MASTERS +30	83,438.26	3,665.64	87,103.90
COHEN	ALICIA	SPECIAL NEEDS TEACHER MASTR+30	66,750.54	1,248.59	67,999.13
COLEMAN	NICHOLAS	SPECIAL NEEDS TEACHER BACHELOR	28,862.91	526.94	29,389.85
COLLINS	JULIE	SPECIAL NEEDS TEACHER MASTERS	55,385.18		55,385.18
COURVILLE	TONILEE	SPECIAL NEEDS TEACHER MASTR+30	64,540.01	437.18	64,977.19
CRAWFORD	DARLENE	SPECIAL NEEDS TEACHER MASTERS	75,854.32		75,854.32
CROSS	HANNAH	EVALUATION TEAM LEADER MASTERS	75,854.32	7,300.35	83,154.67
CURLEY	AMANDA	SPECIAL NEEDS TEACHER MASTERS	58,943.25		58,943.25
CYMROT	DONNA	SCHOOL PSYCHOLOGIST MASTERS+30	83,438.26	1,205.27	84,643.53
D'ANGELO	MARK	SPECIAL NEEDS TEACHER MASTR+30	66,862.49	2,127.36	68,989.85
DANIELSON	ANN	SPECIAL NEEDS TEACHER MASTERS	29,517.61	8,223.06	37,740.67
DELDUCHETTO	ANN MARIE	SPECIAL NEEDS TEACHER MASTERS	67,318.94		67,318.94
DERMODY	JENNIFER	SPECIAL NEEDS TEACHER MASTERS	51,206.71	511.14	51,717.85
DIAMSCIO	LAUREN	SPECIAL NEEDS TEACHER MASTERS	34,121.04		34,121.04
D'INNOCENZO	CARA	SPECIAL NEEDS TEACHER MASTR+30	58,581.81		58,581.81
DOHERTY	JENNIFER	SPECIAL NEEDS TEACHER MASTR+30	64,493.48		64,493.48
DOIRON	CATHERINE	TEACHER MIDDLE MASTERS	6,847.52		6,847.52
EARNER	SUSAN	SPECIAL NEEDS TEACHER BACHELOR	23,286.48		23,286.48
FERRARA	JUSTINE	SPECIAL NEEDS TEACHER BACHELOR	17,394.57		17,394.57
FERRARI	MEGAN	TEACHER ELL MASTERS	29,907.32		29,907.32
FIALKOW	JULIE	SPECIAL NEEDS TEACHER MASTERS	30,429.20		30,429.20
FOUTZ	LAUREN	SPECIAL NEEDS TEACHER MASTERS	64,793.53		64,793.53
FRANCIOSE	JAMES	SPECIAL NEEDS TEACHER MASTERS	74,591.80	75.00	74,666.80
FRISWELL	SHEILA	SPECIAL NEEDS TEACHER MASTR+30	83,438.26	1,030.00	84,468.26
GALVIN	ELISABETH	SPECIAL NEEDS TEACHER MASTERS	32,808.64		32,808.64
GAMMONS	REBECCA	SPEECH THERAPIST MASTERS	59,905.59		59,905.59
GARCIA	KATHRYN	SPECIAL NEEDS TEACHER MASTR+30	27,699.54	6,439.83	34,139.37
GAVIN	MARY	SPECIAL NEEDS TEACHER MASTR+60	72,552.77	1,596.14	74,148.91
GELLER	ANDREA	SOCIAL WORKER MASTERS	75,854.32	75.00	75,929.32
GENTILE	MICHAEL	SPECIAL NEEDS TEACHER MASTERS	49,237.31		49,237.31
GILGORE	CHELSEA	SPECIAL NEEDS TEACHER MASTERS	17,690.58		17,690.58
GRIMES	MICHAEL	SPECIAL NEEDS TEACHER MASTERS	75,854.32		75,854.32
GROSS	AVIVA	SPECIAL NEEDS TEACHER MASTR+30	73,804.07	2,520.87	76,324.94
GUILD	MARION	OCCUP THERAPIST BACHELOR'S	41,374.13		41,374.13
GUILLEMETTE	CHRISTINA	SPECIAL NEEDS TEACHER MASTERS	55,385.18		55,385.18
HARKINS	EDYTHE	SPECIAL NEEDS TEACHER MASTERS	36,827.36		36,827.36
HAWKINS	MARY	SPECIAL NEEDS TEACHER MASTERS	17,690.58		17,690.58
HILL	MICHAEL	SPECIAL NEEDS TEACHER MASTERS	69,405.10	632.50	70,037.60
HOLMES	DIANE	EVALUATION TEAM LEADER BCHLR	68,956.94	9,186.22	78,143.16
HOLMGREN	JILL	SPECIAL NEEDS TEACHER MASTERS	35,218.58	336.00	35,554.58
KANAVAS-DEROCHE	DEANNA	SCHOOL PSYCHOLOGIST MASTERS+30	77,872.34	1,282.89	79,155.23
KAPETANAKOS	BROOKE	SPEECH THERAPIST MASTERS +30	77,452.46		77,452.46
KARIAN	SARAH	SPEECH THERAPIST MASTERS	48,759.73	38.47	48,798.20
KIEBISH	CHRISTINA	SPECIAL NEEDS TEACHER MASTERS	72,209.78		72,209.78
KLECAN	MARY	SPECIAL NEEDS TEACHER MASTR+30	68,531.10		68,531.10
KRIKORIAN	RENEE	OCCUP THERAPIST MASTERS	45,512.59	335.92	45,848.51
LENGAUER	THERESA	SPECIAL NEEDS TEACHER MASTERS	51,206.71	173.94	51,380.65
LEWITUS	AMANDA	SPEECH THERAPIST MASTERS +30	21,890.07		21,890.07
LICHODOLIK	JESSICA	SPECIAL NEEDS TEACHER MASTERS	70,794.49	100.00	70,894.49
LIPTAK	KAREN	SPECIAL NEEDS TEACHER MASTR+60	84,578.77	624.16	85,202.93
LIUZZO	JULIE	SPECIAL NEEDS TEACHER MASTERS	21,554.58	504.00	22,058.58
MACISAAC	KATHLEEN	SPECIAL NEEDS TEACHER MASTR+30	83,438.26	842.18	84,280.44
MAHONEY	AMANDA	SPECIAL NEEDS TEACHER MASTERS	75,854.32	56.80	75,911.12

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MAKI	BENJAMIN	SPECIAL NEEDS TEACHER MASTERS	49,237.31	837.24	50,074.55
MANCHESTER	JOAN	SPECIAL NEEDS TEACHER MASTR+30	47,491.54		47,491.54
MANFRA	JAMIE	SCHOOL PSYCHOLOGIST MASTERS+30	60,925.30		60,925.30
MARQUIS	CATHERINE	SPECIAL NEEDS TEACHER MASTR+30	83,438.26	1,030.00	84,468.26
MARSCHER	SHELBY	SCHOOL PSYCHOLOGIST MASTERS+30	21,047.85	151.37	21,199.22
MCCARTHY	JANE	SPECIAL NEEDS TEACHER MASTERS	75,854.32		75,854.32
MCFARLAND	JOSEPH	TEACHER SECONDARY MASTERS	75,854.32	640.74	76,495.06
MCGOWAN-D'ENTRE	JANE	SPECIAL NEEDS TEACHER MASTERS	49,195.96		49,195.96
MELIONES	MARINA	SPECIAL NEEDS TEACHER MASTERS	55,385.18	834.44	56,219.62
MICHELSON	CHRISTINE	SPECIAL NEEDS TEACHER MASTERS	17,010.36	771.16	17,781.52
MIKAELIAN	NEVART	EVALUATION TEAM LEADER MSTR+30	47,275.62	3,942.48	51,218.10
MILLER	MARK	SPECIAL NEEDS TEACHER MASTERS	75,854.32	665.95	76,520.27
MITCHELL	ALISON	TEACHER ELL BACHELORS	4,883.70	542.06	5,425.76
MOLINARI-BATES	BARBARA	EVALUATION TEAM LEADER MSTR+30	83,438.26	9,357.83	92,796.09
MOORE	LATANYA	SCHOOL PSYCHOLOGIST MAS+60	74,836.04		74,836.04
MORRISON	KRISTINA	SCHOOL PSYCHOLOGIST MASTERS+30	74,050.18		74,050.18
MORRISSEY	MAUREEN	SPECIAL NEEDS TEACHER MASTR+30	82,049.54		82,049.54
MORTARELLI	MARK	NORTH STAR PROGRAM COORDINATOR	75,854.32	18,689.35	94,543.67
MOSCHELLA	KATHLEEN	SPECIAL NEEDS TEACHER MASTR+30	83,438.26	151.78	83,590.04
NEMETH	AMANDA	SPEECH THERAPIST MASTERS +30	83,464.51		83,464.51
O'NEILL	KATHRYN	SPECIAL NEEDS TEACHER MASTERS	27,513.41	7.62	27,521.03
PARKER	JENNIFER	SPEECH THERAPIST MASTERS +30	83,438.26	1,418.84	84,857.10
PECK	STEVEN	SPECIAL NEEDS TEACHER MASTERS	26,658.36	375.96	27,034.32
PLOURDE	MICHELLE	SPECIAL NEEDS TEACHER MASTERS	73,707.33	85.58	73,792.91
PORTER	ALLON	SPECIAL NEEDS TEACHER BACHELOR	13,745.84	1,718.23	15,464.07
PRICE	CLAUDIA	SPECIAL NEEDS TEACHER MASTR+30	55,927.66	271.36	56,199.02
REARDON	MARIA	EVALUATION TEAM LEADER MSTR+60	50,041.17	4,380.21	54,421.38
RIGDON	JENNIFER	SPECIAL NEEDS TEACHER MASTR+30	83,438.26	38.47	83,476.73
RONAN	GAIL	SPEECH THERAPIST MASTERS +30	54,114.91	9,045.24	63,160.15
ROSENBERG	MARILYN	SCHOOL PSYCHOLOGIST DOCTORATE	73,593.70		73,593.70
SCHAEFFER	JANET	SCHOOL PSYCHOLOGIST MASTERS+30	70,922.62		70,922.62
SUGARMAN	CATHERINE	NTY PROJECT DIRECTOR	49,660.25		49,660.25
SZOLOMAYER	CHERYL	SPECIAL NEEDS TEACHER MASTERS	46,587.14		46,587.14
TENNEY	KATHLEEN	SPECIAL NEEDS TEACHER MASTERS	24,215.98	1,030.00	25,245.98
THOMAS	JANE	SPECIAL NEEDS TEACHER MASTERS	45,193.75	2,806.32	48,000.07
WAGER	WILLIAM	SPECIAL NEEDS TEACHER MASTERS	34,570.07		34,570.07
WALLS	BRYANT	SOCIAL WORKER MASTERS	75,129.27	6,159.37	81,288.64
WALTON	MARY	SPECIAL NEEDS TEACHER MASTR+30	83,438.26	170.40	83,608.66
WEEKS	KAYCEE	SPEECH THERAPIST MASTERS +30	65,895.08		65,895.08
WESTFIELD	BRANDON	PHYSICAL THERAPIST MASTERS	60,543.08	73.32	60,469.76
WETHERBEE	MEGHAN	SPECIAL NEEDS TEACHER MASTERS	59,905.59	1,078.12	60,983.71
YURRITA	JENNIFER	SPECIAL NEEDS TEACHER MASTERS	59,905.59	28.40	59,933.99
ZIEGLER	ANNETTE	SOCIAL WORKER MASTERS +30	83,438.26		83,438.26
			6,759,374.58	7.62	6,759,382.20
GUIDANCE -26					
BISSONNETTE	SVEA	SCHOOL PSYCHOLOGIST MASTERS+30	24,622.65		24,622.65
BRUCE	JANE	GUIDANCE COUNSELOR MASTERS	55,385.18	4,920.85	60,306.03
CAIRNEY	AIMEE	GUIDANCE COUNSELOR MASTERS	25,828.41	912.80	26,741.21
CONESA	ISABEL	GUIDANCE COUNSELOR MASTERS	72,209.78	1,555.00	73,764.78
CRAWFORD	MELISSA	GUIDANCE COUNSELOR MASTERS	55,385.18		55,385.18
DALTON-THOMAS	KAREN	GUIDANCE COUNSELOR MASTERS	75,854.32	9,810.96	85,665.28
FINOCCHI	ELIZABETH	GUIDANCE COUNSELOR MASTERS +30	55,302.28	2,241.85	57,544.13
GARRY	RANDALL	GUIDANCE COUNSELOR MASTERS +30	76,344.95	3,417.06	79,762.01
GILROY	ALISON	GUIDANCE COUNSELOR MASTERS	51,206.71	1,679.92	52,886.63
GRAY	ADAM	GUIDANCE COUNSELOR MASTERS	57,601.50	3,810.00	61,411.50
GREENHOLT	SHARON	GUIDANCE COUNSELOR MASTERS	55,385.18	6,535.75	61,920.93
KIRITSY	TARA	SCHOOL PSYCHOLOGIST MAS+75	89,802.53		89,802.53
LOFTUS	LAURA	GUIDANCE COUNSELOR MASTERS +30	49,629.05	2,252.18	51,881.23
MACDONALD	MELISA	GUIDANCE COUNSELOR MASTERS	59,905.59	2,614.16	62,519.75

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MCKELVEY	CATHERINE	SCHOOL PSYCHOLOGIST MAS+60	44,330.05		44,330.05
MEISNER	MARIA	GUIDANCE COUNSELOR MASTERS	37,927.16	1,150.05	39,077.21
MOLLOY	ELISE	GUIDANCE COUNSELOR MASTERS +30	48,611.66	2,258.35	50,870.01
MORIN	KELLY	GUIDANCE COUNSELOR MASTERS	56,065.89	2,779.41	58,845.30
PAPASSO	NICOLE	GUIDANCE COUNSELOR MASTERS +30	65,795.25	4,873.66	70,668.91
STROTHER	MATTHEW	GUIDANCE COUNSELOR MASTERS +30	83,438.26	21,220.45	104,658.71
			1,140,631.58	72,032.45	1,212,664.03

SCHOOL LIBRARIES

BLOOM	AMY	TEACHER MIDDLE MASTERS	59,905.59	2,102.04	62,007.63
MCDONALD	TARA	MEDIA SPECIALISTS MASTERS +30	81,019.52	5,794.01	86,813.53
ROTKIEWICZ	KATHERINE	TEACHER MIDDLE BACHELORS	63,095.40	2,059.39	65,154.79
			204,020.51	9,955.44	213,975.95

TITLE 1

ADELMAN	STACEY	TITLE 1 TEACHER	10,761.02		10,761.02
DANNIN	JENNIFER	TITLE 1 TEACHER	25,266.36		25,266.36
DEAN	TRACY	TITLE 1 TEACHER	16,333.17		16,333.17
DUCHARME	JANET	TITLE 1 TEACHER	15,523.48		15,523.48
HIGGINS	LISA	TITLE 1 TEACHER	9,648.22		9,648.22
JOHNSON	MARY	TITLE 1 TEACHER	14,840.17		14,840.17
KISEL	DANIEL	TITLE 1 TEACHER	2,039.59		2,039.59
LIPOMA	JENNIFER	TITLE 1 TEACHER	22,761.04		22,761.04
MCCARTHY	KAREN	TITLE 1 TEACHER	7,929.99	821.92	8,751.91
RYAN	HALEY	TITLE 1 TEACHER	6,362.42		6,362.42
SWEENEY	CHRISTINE	TITLE 1 TEACHER	8,439.87		8,439.87
YEE	THERESA	TITLE 1 TEACHER	22,489.33		22,489.33
			162,394.66	821.92	163,216.58

SUBSTITUTES-LONG TERM

ALEXANDER	JULIE	SUBSTITUTE TEACHER LONG TERM	15,120.00	168.00	15,288.00
ALSTON	SUSAN	SUB STDNT S/FACILITATOR LNG/TM	530.00		530.00
BOPP	KIMBERLEE	SUBSTITUTE TEACHER LONG TERM	38,193.98	1,512.00	39,705.98
CANTWELL	KEVIN	PERMANENT SUBSTITUTE TEACHER	4,503.00		4,503.00
CARPENTER	ALISON	SUB STDNT S/FACILITATOR LNG/TM	15,557.20	155.92	15,713.12
CARTER	MELISSA	SUB STDNT S/FACILITATOR LNG/TM	137.20		137.20
COHEN	KATIE	PERMANENT SUBSTITUTE TEACHER	8,705.00		8,705.00
COOPER	LINDA	PERMANENT SUBSTITUTE TEACHER	21,102.00	568.00	21,670.00
CREHAN	CHRISTOPH	SUBSTITUTE TEACHER LONG TERM	11,256.00	323.09	11,579.09
CURTIS	DANA	SUBSTITUTE TEACHER LONG TERM	11,928.00		11,928.00
DEWING	BENITA	SUBSTITUTE TEACHER LONG TERM	12,312.00		12,312.00
DUNNIGAN	JOHN	PERMANENT SUBSTITUTE TEACHER	11,312.00		11,312.00
ESPOSITO	KERI	SUBSTITUTE TEACHER LONG TERM	8,934.00		8,934.00
FOILB	TRACY	SUB STDNT S/FACILITATOR LNG/TM	8,171.85	208.68	8,380.53
KOSAN	KELSEY	SUBSTITUTE TEACHER LONG TERM	16,762.00		16,762.00
KUHLMAN-HUSSEY	DEBORAH	SUBSTITUTE TEACHER LONG TERM	53,422.54		53,422.54
LAKE	CARA	SUBSTITUTE TEACHER LONG TERM	11,592.00		11,592.00
LINDSEY	KATHERINE	SUBSTITUTE TEACHER LONG TERM	3,192.00		3,192.00
MARTINKUS	DANIELLE	SUBSTITUTE TEACHER LONG TERM	12,483.00		12,483.00
MCCLINTOCK	JOHN	SUBSTITUTE TEACHER LONG TERM	5,334.00	126.00	5,460.00
MCGOVERN	JAMES	SUB STDNT S/FACILITATOR LNG/TM	8,833.63	325.98	9,159.61
MEISENHOLDER	JENNA	SUB STDNT S/FACILITATOR LNG/TM	9,840.39		9,840.39
MELCHIORRI	BEVERLY	SUBSTITUTE TEACHER LONG TERM	47,758.34	3,766.10	51,524.44
MUNDY	PETER	PERMANENT SUBSTITUTE TEACHER	18,845.42	228.00	19,073.42
O'LEARY	DANIEL	PERMANENT SUBSTITUTE TEACHER	19,508.00		19,508.00
ROSENHAND	ZIVA	SUBSTITUTE TEACHER LONG TERM	21,538.68		21,538.68
SARNATARO-SMART	SIERRA	SUB STDNT S/FACILITATOR LNG/TM	701.60	2,069.72	2,771.32
SHADE	RUSSELL	SUB STDNT S/FACILITATOR LNG/TM	32,543.72		32,543.72
SMITH-CAFFREY	RACHEL	SUB STDNT S/FACILITATOR LNG/TM	11,122.19		11,122.19
TOTH	IBOLYA	SUB STDNT S/FACILITATOR LNG/TM	12,408.98	287.56	12,696.54
WALKER	ALICIA	SUBSTITUTE TEACHER LONG TERM	15,790.00		15,790.00
WARREN	ALLISON	SUBSTITUTE TEACHER LONG TERM	5,472.00		5,472.00

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WEBB	MAUREEN	SUBSTITUTE TEACHER LONG TERM	7,392.00		7,392.00
YON	ELIZABETH	SUBSTITUTE TEACHER + 15 DAYS	3,710.00		3,710.00
			486,012.72	9,739.05	495,751.77
SUBSTITUTES					
ALHADI	SABA	SUBSTITUTE TEACHER + 15 DAYS	10,244.60		10,244.60
ALTERIO	MADELEINE	SUBSTITUTE TEACHER	1,798.00		1,798.00
APESECHE	MATHEW	SUBSTITUTE TEACHER + 15 DAYS	6,396.04	335.45	6,731.49
ARNOLD	ROBYN	SUBSTITUTE TEACHER + 15 DAYS	3,622.00		3,622.00
BARBO	ANN	SUBSTITUTE TEACHER + 15 DAYS	3,405.69		3,405.69
BARR	SANDRA	SUBSTITUTE TEACHER + 15 DAYS	1,701.52		1,701.52
BIAGI	JANE	SUBSTITUTE TEACHER + 15 DAYS	2,613.41		2,613.41
BISHOP	BONITA	SUBSTITUTE TEACHER + 15 DAYS	7,462.00		7,462.00
BRESNICK	DONNA	SUBSTITUTE TEACHER + 15 DAYS	15,220.37	9,045.24	24,265.61
BRITT	MICHAEL	SUBSTITUTE TEACHER + 15 DAYS	636.00		636.00
BROWNE	KATHLEEN	SUBSTITUTE TEACHER + 15 DAYS	107.75		107.75
BROWNING	CHRISTINE	SUBSTITUTE TEACHER + 15 DAYS	14,680.18		14,680.18
BUTT	REEMA	SUBSTITUTE TEACHER + 15 DAYS	7,518.58		7,518.58
CARADONNA	MARIE	SUBSTITUTE TEACHER + 15 DAYS	1,899.90		1,899.90
CARTER	VIOLA	SUBSTITUTE TEACHER + 15 DAYS	3,290.00		3,290.00
CATANIA	JEE	SUBSTITUTE TEACHER + 15 DAYS	4,288.14	18.86	4,307.00
CHAHROUR	ANDREA	SUBSTITUTE TEACHER + 15 DAYS	1,292.10		1,292.10
CHAMPAGNE	NICHOLAS	SUBSTITUTE TEACHER	747.06		747.06
COCHI	LYANNE	SUBSTITUTE TEACHER + 15 DAYS	10,336.41		10,336.41
COHEN	PAULA	SUBSTITUTE TEACHER + 15 DAYS	42,351.59	113.60	42,465.19
CONNORS	ANNE	TUTOR/HOMEBOUND	8,761.51		8,761.51
CONWELL	AMY	SUBSTITUTE TEACHER + 15 DAYS	753.20		753.20
CURNS	SHERRY	SUBSTITUTE TEACHER + 15 DAYS	800.80		800.80
CURNS	DONALD	SUBSTITUTE TEACHER + 15 DAYS	1,708.00		1,708.00
CUSHING	KAREN	SUBSTITUTE TEACHER	1,246.04		1,246.04
DASILVA	DEBRA	SUB STDNT SUPPORT FACILITATR	4,989.91		4,989.91
DECHRISTOFORO	JOHN	PERMANENT SUBSTITUTE TEACHER	18,257.39	1,286.00	19,543.39
DELL	MARJORIE	SUBSTITUTE TEACHER + 15 DAYS	9,732.14		9,732.14
DONNELLY	ALAN	COACHING STAFF	2,171.00		2,171.00
DOWNING	RONALD	COACHING STAFF	4,702.00	376.16	5,078.16
DUNCAN RICHTER	SARAJANE	SUBSTITUTE TEACHER + 15 DAYS	5,934.00		5,934.00
EVANS	NANCY	SUBSTITUTE TEACHER + 15 DAYS	7,032.00		7,032.00
FERNANDES	VERONICA	SUBSTITUTE TEACHER	384.00		384.00
FRUTKOFF	CAROL	SUBSTITUTE TEACHER + 15 DAYS	3,092.00		3,092.00
GANONG	JOANN	SUBSTITUTE TEACHER	3,677.48		3,677.48
GATO	JEFFREY	SUBSTITUTE TEACHER + 15 DAYS	6,909.20		6,909.20
GELFAND	CHERYL	SUBSTITUTE TEACHER + 15 DAYS	10,710.99	54.00	10,764.99
GENOVESE	CLELIA	SUBSTITUTE TEACHER + 15 DAYS	212.00		212.00
GIANNOS KOTSARI	EVANGELIA	SUBSTITUTE TEACHER + 15 DAYS	5,259.38		5,259.38
GOLD	ESTA	SUBSTITUTE TEACHER + 15 DAYS	7,149.00		7,149.00
GRIFFIN	NANCY	SUBSTITUTE TEACHER + 15 DAYS	156.98		156.98
GUAGENTY	KELLY	SUBSTITUTE TEACHER + 15 DAYS	16,580.61		16,580.61
HALL	MARNIE	SUBSTITUTE TEACHER + 15 DAYS	106.00		106.00
HANSON	CARROLL	SUBSTITUTE TEACHER + 15 DAYS	2,446.00		2,446.00
HARDING	LINDA	SUBSTITUTE TEACHER + 15 DAYS	3,401.39		3,401.39
HEALY	PAUL	SUBSTITUTE TEACHER + 15 DAYS	2,986.00		2,986.00
HEISTAND	KIMBERLY	SUBSTITUTE TEACHER + 15 DAYS	4,783.99	48.00	4,831.99
HUG	SHARON	SUBSTITUTE TEACHER + 15 DAYS	3,984.65		3,984.65
HYMES	JENNIFER	SUBSTITUTE TEACHER + 15 DAYS	3,656.35		3,656.35
JENNETT	ALLISON	SUBSTITUTE TEACHER + 15 DAYS	2,492.00		2,492.00
JOY	KATHLEEN	SUBSTITUTE TEACHER	235.00		235.00
KANE	NATASHA	SUBSTITUTE TEACHER + 15 DAYS	2,400.78		2,400.78
KARAGOEZIAN	HAIGAN	SUBSTITUTE TEACHER	94.00		94.00
KEENE	RICHARD	SUBSTITUTE TEACHER + 15 DAYS	1,296.00	648.00	1,944.00
KENNEY	TERESA	SUBSTITUTE TEACHER	1,175.00		1,175.00

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KIMLER	LISA	SUBSTITUTE TEACHER + 15 DAYS	2,421.69		2,421.69
LEONARD	SARAH	SUBSTITUTE TEACHER	192.00		192.00
LERMAN	STEVEN	SUBSTITUTE TEACHER + 15 DAYS	396.96		396.96
LITCHFIELD	SHAHRAYNI	SUBSTITUTE TEACHER	470.00		470.00
LOGUE	MICHAEL	SUBSTITUTE TEACHER + 15 DAYS	212.00		212.00
LOUNSBURY	ZITA	SUBSTITUTE TEACHER + 15 DAYS	3,021.00		3,021.00
MAHONEY	ROSEMARY	SUBSTITUTE TEACHER + 15 DAYS	5,611.10		5,611.10
MANAHAN	HEATHER	SUBSTITUTE TEACHER + 15 DAYS	2,310.00		2,310.00
MANNA	M. PETER	SUBSTITUTE TEACHER + 15 DAYS	2,340.00		2,340.00
MARCUS	JOLENE	SUBSTITUTE TEACHER + 15 DAYS	1,908.00		1,908.00
MARDEN	CHRISTINA	SUBSTITUTE TEACHER + 15 DAYS	6,918.00		6,918.00
MAURER	JOANNE	SUBSTITUTE TEACHER + 15 DAYS	54,762.91	12,633.92	67,396.83
MCCABE	GAO HUA	SUBSTITUTE TEACHER + 15 DAYS	2,458.00		2,458.00
MCGRAIL	SCOTT	SUBSTITUTE TEACHER	282.00		282.00
MCGUIRE	PAUL	SUBSTITUTE TEACHER + 15 DAYS	8,049.00		8,049.00
MCSHANE	JESSICA	SUBSTITUTE TEACHER + 15 DAYS	10,237.47		10,237.47
MCTAGUE	BARBARA	SUBSTITUTE BLDG ASSISTANT	10,371.71		10,371.71
NIEDERMEYER	LAURA	SUBSTITUTE TEACHER + 15 DAYS	3,216.99		3,216.99
O'REILLY	CORY	SUBSTITUTE TEACHER	564.00		564.00
OSHIRO	FRANCO	SUBSTITUTE TEACHER	376.00		376.00
OSTRACH	MATTHEW	SUBSTITUTE TEACHER	846.00		846.00
PABST	RICHARD	SUBSTITUTE TEACHER + 15 DAYS	424.00		424.00
PANCHUCK	MICHAEL	SUBSTITUTE TEACHER + 15 DAYS	1,060.00		1,060.00
PATTERSON	TAVIA	SUBSTITUTE TEACHER	141.00		141.00
PENROD	JEANNE	SUBSTITUTE TEACHER + 15 DAYS	6,817.00		6,817.00
PETITEPT	ANN	SUBSTITUTE TEACHER + 15 DAYS	2,120.00		2,120.00
POTTS	GEORGE	TUTOR/HOMEBOUND	3,801.86		3,801.86
PRIM	SHEILA	SUBSTITUTE TEACHER + 15 DAYS	5,799.60	289.06	6,088.66
PROVOOST	JENNIFER	SUBSTITUTE TEACHER	768.00		768.00
RETTIG	JILLIAN	TUTOR/HOMEBOUND	631.08		631.08
ROWAN	KRISTEN	SUBSTITUTE TEACHER + 15 DAYS	1,696.46		1,696.46
SCAMMON	SALLY	SUB STDNT SUPPORT FACILITATR	1,631.31		1,631.31
SCHULTZ	EVLYN	SUBSTITUTE TEACHER	1,952.00		1,952.00
SHAGORY	ARIEL	SUBSTITUTE TEACHER + 15 DAYS	113.68		113.68
SHAGORY	EDWARD	SUBSTITUTE TEACHER + 15 DAYS	14,093.53	48.00	14,141.53
SHAPIRO	SUSAN	SUBSTITUTE TEACHER + 15 DAYS	4,219.00		4,219.00
SHAVER	KRISTINA	SUBSTITUTE TEACHER + 15 DAYS	7,548.07		7,548.07
SHEPARD	DOUGLAS	SUBSTITUTE TEACHER + 15 DAYS	7,557.20		7,557.20
SMITH	BRIAN	SUBSTITUTE TEACHER + 15 DAYS	1,648.00		1,648.00
STEINMETZ	AMY	SUBSTITUTE TEACHER + 15 DAYS	1,939.18		1,939.18
SUGRUE	DANA	SUBSTITUTE TEACHER + 15 DAYS	2,092.76		2,092.76
SULLIVAN ANDREWS	HILARY	SUBSTITUTE TEACHER + 15 DAYS	2,315.37		2,315.37
TRIPPI	KERRY	SUBSTITUTE TEACHER	1,424.00		1,424.00
TUMANG	MARLA	SUBSTITUTE TEACHER + 15 DAYS	6,350.00		6,350.00
UPCHURCH	KATIE	SUBSTITUTE TEACHER + 15 DAYS	1,467.99		1,467.99
VILLMORE	IAN	SUBSTITUTE TEACHER + 15 DAYS	1,622.00		1,622.00
WAITE	JESSICA	SUBSTITUTE TEACHER	376.00		376.00
WALDRON	MAUREEN	SUBSTITUTE TEACHER + 15 DAYS	15,113.59	133.06	15,246.65
WEBSTER	BETH	SUBSTITUTE TEACHER + 15 DAYS	12,115.11	48.00	12,163.11
WEITHMAN	GEORGE	SUBSTITUTE TEACHER + 15 DAYS	6,761.18		6,761.18
WIGLEY	BRITNEY	SUBSTITUTE TEACHER	94.00		94.00
WINN	SHARON	SUBSTITUTE TEACHER	470.00		470.00
WRIGHT	CRYSTAL	SUBSTITUTE TEACHER	94.00		94.00
WRIGHT	JEFFREY	COACHING STAFF	450.00	2,633.28	3,083.28
YUNG	MARY	SUBSTITUTE TEACHER + 15 DAYS	4,536.04		4,536.04
YZAGUIRRE	RAQUEL	SUBSTITUTE TEACHER	468.20		468.20
ZUCCHI	JON	SUBSTITUTE TEACHER + 15 DAYS	7,752.00		7,752.00
			533,316.17	27,710.63	561,026.80

FULL TIME

EMP #	Last Name	First Name	Loc	Job Class Description	Hire Date	Yrs of Sr
548	JONES	MARTHA	54	(S) SUPERVISOR TECHNICAL SVS	10/16/1974	40
505	VALLE	ROBERT	22	CUSTODIAN SR II	4/10/1978	36
158	ALLEN	RICHARD	49	GENERAL FOREMAN	3/20/1978	36
1223	GREEL	ANN	21	EXECUTIVE PLANNING ASSISTANT	10/17/1979	35
1128	CONNELLY	EDWARD	50	FIRE DEPUTY CHIEF	7/18/1979	35
1129	MITCHELL	ROY	50	FIRE CAPTAIN	7/18/1979	35
946	WHITE	JAMES	53	DIRECTOR PUBLIC HEALTH	11/21/1979	35
1549	CHALLIS	DONNA	13	EXECUTIVE ASSISTANT P/TIME	12/9/1980	34
2460	WHITE	RICHARD	50	FIRE CHIEF	7/22/1980	34
1438	CHAMPION	LINDA	54	(S) CHILDREN'S PROGRAMMER	6/18/1980	34
1438	CHAMPION	LINDA	54	(S) CHILDREN'S PROGRAMMER	6/18/1980	34
1839	ARENA	JAMES	50	FIRE LIEUTENANT 4YRS SVS	5/15/1981	33
1841	FORANCE	THOMAS	50	FIRE CAPTAIN	9/15/1982	32
1856	SMITH	DALE	54	(S) SUPERVISOR CHILDREN'S SVS	9/29/1982	32
1996	SIMKINS	LYNDA	26	DIRECTOR COMMUNITY FARM	7/1/1983	31
2041	ARENA BLAIR	CHERYL	41	EXECUTIVE ASSISTANT 1116 CLKS	10/3/1983	31
1983	CONLON	MICHAEL	50	FIRE LIEUTENANT 4YRS SVS	6/6/1983	31
2061	BARNICLE	SUSANMARIE	54	(S) CHILDREN'S LIBRARIAN	10/26/1983	31
2061	BARNICLE	SUSANMARIE	54	(S) CHILDREN'S LIBRARIAN	10/26/1983	31
1445	HLADICK	THOMAS	44	HIGHWAY DIVISION SUPERVISOR	10/31/1984	30
2185	MELCHIORRI	ROCKY	50	FIREFIGHTER	9/4/1984	30
2223	VANTASSEL	GORDON	50	SUPT OF COMMUNICATIONS	11/13/1984	30
2179	HALLORAN	RICHARD	51	POLICE DETECTIVE	7/31/1984	30
1990	VITALE	THOMAS	51	POLICE PATROLMAN	10/24/1984	30
2289	MOORES	DAVID	22	CUSTODIAN SR III	4/16/1985	29
2353	COLLINS	THOMAS	43	DIVISION SUPERVISOR	8/19/1985	29
2300	BURKE	EDWARD	46	ASSISTANT SUPERVISOR	5/22/1985	29
2412	SPENCER	THOMAS	50	FIREFIGHTER	12/23/1985	29
2472	FLEMING	MAUREEN	13	EXECUTIVE ASSISTANT	5/19/1986	28
2463	HARVEY	EDWARD	22	CUSTODIAN - JR II AFTERNOON	4/7/1986	28
2422	REPELLA	TIMOTHY	22	CUSTODIAN - SR I DAY	1/2/1986	28
2590	ZICKO	JOHN	22	CUSTODIAN - JR I NIGHT	10/27/1986	28
2458	FRANCIOSE	ROCCO	50	FIRE CAPTAIN	4/22/1986	28
2597	DUNLOP	ROBERT	51	POLICE SERGEANT	11/19/1986	28
2610	GRASSEY	BRIAN	51	POLICE LIEUTENANT	11/21/1986	28
2676	HASWELL	JOHN	51	POLICE PATROLMAN	11/23/1986	28
2927	MURPHY	ROBERT	51	POLICE PATROLMAN	11/23/1986	28
2939	RICHARDSON	RONALD	51	POLICE PATROLMAN	2/24/1986	28
2336	GILBERT	CHRIS	22	CUSTODIAN - SR I DAY	1/15/1987	27
291	QUILTY	JOHN	44	WORKING FOREMAN	1/14/1987	27
2777	CARNEY	PETER	50	FIRE DEPUTY CHIEF	11/9/1987	27
2778	HARTWELL	DANIEL	50	FIREFIGHTER	11/9/1987	27
2779	MAHONEY	WALTER	50	FIRE LIEUTENANT LESS 4YRS SVS	11/9/1987	27
2780	PERRYMAN	MICHAEL	50	FIREFIGHTER	11/8/1987	27
2693	WEDGEWORTH	JOHNNY	50	FIREFIGHTER	6/29/1987	27
2716	SCOTT	DONNA	51	CIVILIAN DISPATCHER	7/13/1987	27
2943	GILBERT	SHAWN	22	CUSTODIAN - SR I DAY	10/17/1988	26
2537	CLOUGHER	GERALD	44	WORKING FOREMAN	9/28/1988	26
2827	PONS	MICHAEL	44	HEAVY EQUIPMENT OPERATOR	7/21/1988	26
2896	PERODEAU	RICHARD	45	CHIEF PLANT OPERATOR	8/17/1988	26
2807	CONNELLY	MARK	50	ACTING CAPTAIN	2/22/1988	26

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2808	HAIGIS	MICHAEL	50	FIREFIGHTER	2/22/1988 26
2809	HEADLEY	GRANTLEY	50	FIREFIGHTER	2/22/1988 26
2810	HLADICK	MARTIN	50	FIREFIGHTER	2/22/1988 26
2811	MATHEWS	DANIEL	50	ACTING CAPTAIN	2/22/1988 26
2649	HOPKINS	THOMAS	44	GENERAL FOREMAN	7/27/1989 25
3017	HALFREY	ALAN	45	WORKING FOREMAN	5/10/1989 25
2989	ALBERGHINI	WILLIAM	50	FIREFIGHTER	3/13/1989 25
2990	BLACK	JAMES	50	FIREFIGHTER	3/13/1989 25
3137	STICKA	WILLIAM	50	FIREFIGHTER	3/13/1989 25
2995	HOFFMAN	ROBERT	51	POLICE SERGEANT	3/17/1989 25
2605	ORDWAY	JAMES	51	POLICE DETECTIVE	3/20/1989 25
3015	BORGHI	MARY	54	(S) LIBRARY ASSISTANT	5/8/1989 25
2265	COFFEY	MARY LOU	56A	DEPARTMENT ASSISTANT	1/17/1989 25
3201	HILL	JAMES	22	CUSTODIAN - SR I DAY	9/21/1990 24
3140	LENTINI	MICHAEL	50	FIRE DEPUTY CHIEF	5/4/1990 24
3136	SMITH	JAMES	50	FIRE LIEUTENANT 4YRS SVS	4/23/1990 24
3144	WELCH	PAULA	54	(S) SUPERVISOR CIRCULATION SVS	5/14/1990 24
3028	KEEFE	DANIEL	56A	ASSISTANT DIRECTOR PARKS/REC	1/8/1990 24
3306	ST.HILAIRE	MARK	51	POLICE SERGEANT	10/2/1991 23
3283	QUILTY	THOMAS	44	SKILLED LABORER	12/15/1992 22
3436	SPURLING	SCOTT	46	GENERAL FOREMAN	9/16/1992 22
3357	GRAHAM	ALLAN	51	POLICE SERGEANT	5/6/1992 22
3421	LAUZON	BRIAN	51	POLICE LIEUTENANT	9/22/1992 22
3339	BACON	KATHLEEN	66	DIRECTOR RETIREMENT SYSTEM	1/27/1992 22
3506	ADAMS	RICHARD	50	FIREFIGHTER	7/7/1993 21
3502	ARENA	STEPHEN	50	FIREFIGHTER	7/7/1993 21
3504	BIAGI	RONALD	50	FIREFIGHTER	7/7/1993 21
3558	COLLINS	CHRISTOPHER	50	FIREFIGHTER	9/20/1993 21
3559	HERRING	JOHN	50	FIREFIGHTER	9/20/1993 21
3557	HLADICK	ANDREW	50	FIRE LIEUTENANT LESS 4YRS SVS	9/20/1993 21
3501	QUILTY	MICHAEL	50	FIREFIGHTER	7/7/1993 21
3525	BROGAN	DANIEL	51	POLICE PATROLMAN	7/26/1993 21
3572	VIEIRA	RICHARD	51	POLICE SERGEANT	10/20/1993 21
3473	PINAULT	LINDA	56A	ADMINISTRATIVE ASSISTANT	3/8/1993 21
3711	LUBINSKI	ROBERT	22	CUSTODIAN - JR I AFTERNOON	8/24/1994 20
3739	ALCOCK	BRIAN	42	CADD/GIS TECHNICIAN	9/19/1994 20
3749	FARQUHARSON	DOUGLAS	50	FIREFIGHTER	10/10/1994 20
2436	ARENA	EDWARD	51	POLICE DETECTIVE	1/10/1994 20
3611	BLANCHARD	ELIZABETH	51	POLICE PATROLMAN	1/10/1994 20
3608	DOHERTY	JOHN	51	POLICE SERGEANT	1/10/1994 20
3609	KEOHANE	JAMES	51	POLICE PATROLMAN	1/10/1994 20
2012	MORRILL	DIANE	51	POLICE PATROLMAN	2/7/1994 20
3610	ROSSI CAFARELLI	CARA	51	POLICE LIEUTENANT	1/10/1994 20
3488	TOSI	KEITH	51	ANIMAL CONTROL OFFICER	2/22/1994 20
3844	PILLA	JUSTINA	16	ADMINISTRATIVE ASSISTANT	7/10/1995 19
3849	DANGELO	JANICE	17	DIRECTOR OF ASSESSING	7/17/1995 19
3815	RAMALHO	JOHN	22	CUSTODIAN - JR I DAY	5/9/1995 19
3800	DOW	DANIEL	50	FIRE DEPUTY CHIEF	4/3/1995 19
3801	LEVEY	KENNETH	50	FIRE CAPTAIN	4/3/1995 19
3802	REYNOLDS	THOMAS	50	FIREFIGHTER	4/3/1995 19
3881	FITZPATRICK	LEO	51	POLICE LIEUTENANT	9/25/1995 19
3810	INGHAM	BRIAN	51	POLICE SERGEANT	4/26/1995 19
40027	TOMASETTI	CYNTHIA	14	ASSISTANT COMPTROLLER	11/12/1996 18

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3923	CARTER	JEFFREY	22	CUSTODIAN SR II	4/16/1996 18
3594	MELLISH	CAROLYN	22	MAINTENANCE III	4/1/1996 18
3977	LEFRANCOIS	ROBERT	31	DIR INFORMATION TECHNOLOGY	8/19/1996 18
3911	WALKER	GARY	44	WORKING FOREMAN	2/16/1996 18
3497	BACCARI	SCOTT	49	WORKING FOREMAN	1/17/1996 18
6136	SPINAZOLA	RODNEY	49	SKILLED LABORER	6/17/1996 18
3972	FORREST	BARRY	50	FIREFIGHTER	7/29/1996 18
40019	HEFFLER	ELIZABETH	51	POLICE PATROLMAN	10/23/1996 18
41028	ASSENCOA	WALTER	22	CUSTODIAN - JR I NIGHT	7/1/1997 17
40037	FAMANIA	CARLOS	22	CUSTODIAN - SR I DAY	1/6/1997 17
41047	HARRIS	ROBERT	22	CUSTODIAN - JR I AFTERNOON	7/31/1997 17
2944	LAROSA	LEONARD	22	CUSTODIAN - SR I DAY	7/1/1997 17
40085	RUTKOWSKI	RONALD	22	MAINT MECHANIC IV	4/29/1997 17
41098	WHELAN	GERALD	31	I/S DATA BASE ADMIN	12/8/1997 17
40086	COVIELLO	MARK	42	TOWN ENGINEER	5/5/1997 17
40052	DOLLAWAY	JEFFREY	46	WORKING FOREMAN	3/19/1997 17
41075	PERRY	TIMOTHY	49	SKILLED LABORER	9/17/1997 17
41023	WARD	EDWARD	50	FIRE LIEUTENANT LESS 4YRS SVS	7/7/1997 17
40073	CHING	CAROLYN	54	EXECUTIVE ASSISTANT LIBRARY	4/2/1997 17
40087	LATHWOOD	PAMELA	54	(S) TECHNOLOGY ASSOCIATE	5/16/1997 17
41232	SHERMAN	DEBBIE JO	15	SPECIAL ASSISTANT TO FIN DIR	12/7/1998 16
41220	KELLEY	ELIZABETH	16	ASSISTANT COLLECTOR/TREASURER	10/13/1998 16
40060	CONRAD	LORNA	17	EXECUTIVE ASSISTANT 1116 CLKS	2/25/1998 16
41128	CONNELLY	MICHAEL	21	LOCAL BUILDING INSPECTOR	4/27/1998 16
41164	LUTTRELL	MICHAEL	44	HEAVY EQUIPMENT OPERATOR	7/1/1998 16
41119	COMEAU	ANTHONY	46	WATER/SEWER DIVISION SUPERVSR	4/6/1998 16
41239	MAGAZZU	PETER	46	SKILLED LABORER	12/30/1998 16
41174	MAGLIOZZI	ROBERT	50	FIREFIGHTER/PARAMEDIC	7/1/1998 16
41173	DELEHANTY	KEVIN	51	POLICE PATROLMAN	7/6/1998 16
41400	VALENTIN	JOEL	31	I/S NETWORK ADMINISTRATOR	12/8/1999 15
41293	CURTIS	STEVEN	44	HEAVY EQUIPMENT OPERATOR	6/1/1999 15
41283	MCGEEVER	MICHAEL	45	HEAVY EQUIPMENT OPERATOR	4/21/1999 15
41254	DREW	ALEX	46	WORKING FOREMAN	3/31/1999 15
41296	SULLIVAN	WAYNE	46	CRAFTSMAN	6/2/1999 15
41260	ROTHMAN	EUGENE	50	FIRE DEPUTY CHIEF	4/7/1999 15
41261	BARTLETT	KAROL	54	(S) REFERENCE LIBRARIAN	4/1/1999 15
41451	WURTH	CAROL	16A	EXECUTIVE ASSISTANT 1116 CLKS	5/30/2000 14
41437	YOUNG	SHEILA	29	EXECUTIVE ASSISTANT 1116 CLKS	4/12/2000 14
41414	HOYT	MATTHEW	44	HEAVY EQUIPMENT OPERATOR	1/19/2000 14
41476	SLAMIN	PETER	44	SANITATION DRIVER	6/21/2000 14
41425	DOWNING	RONALD	50	FIRE LIEUTENANT 4YRS SVS	3/8/2000 14
41417	QUILTY	JAMES	51	POLICE PATROLMAN	1/31/2000 14
7130	ALLEN	MICHAEL	22	CUSTODIAN - JR II AFTERNOON	5/21/2001 13
7127	BASTIEN	JEFFREY	22	CUSTODIAN - JR II AFTERNOON	5/14/2001 13
41620	CHAPSKI	LAWRENCE	22	CUSTODIAN - JR I AFTERNOON	4/30/2001 13
7133	GALAN	LUIS	22	CUSTODIAN - JR II AFTERNOON	5/29/2001 13
41604	AUSTIN	JOHN	50	FIRE CAPTAIN	4/4/2001 13
41606	CRISAFULLI	SAMUEL	50	FIRE LIEUTENANT 4YRS SVS	4/5/2001 13
41601	CURLEY	JOHN	50	FIREFIGHTER	4/4/2001 13
41605	KELLEY	TIMOTHY	50	FIREFIGHTER	4/4/2001 13
41611	LEE	GLYNNIS	50	FIREFIGHTER/PARAMEDIC	4/5/2001 13
41602	MORTARELLI	JOSEPH	50	FIRE LIEUTENANT 4YRS SVS	4/4/2001 13
41612	SHEARLEY	RICHARD	50	FIRE LIEUTENANT LESS 4YRS SVS	4/5/2001 13

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41603	SMITH	SCOTT	50	FIREFIGHTER	4/4/2001	13
41608	TOPHAM	THOMAS	50	ACTING LIEUTENANT FIRE	4/5/2001	13
41610	WOZNY	CHRIS	50	FIREFIGHTER/PARAMEDIC	4/5/2001	13
41706	BOSSelman	BRIAN	51	POLICE PATROLMAN	10/1/2001	13
41665	FORDE	VINCENT	51	POLICE SERGEANT	8/15/2001	13
41598	ROURKE	TRACY	51	CIVILIAN DISPATCHER	2/13/2001	13
41598	ROURKE	TRACY	51	CIVILIAN DISPATCHER	6/13/2001	13
41708	SALIS	S CHRISTOPHER	51	POLICE PATROLMAN	10/1/2001	13
41707	STERLING	MARK	51	CIVILIAN DISPATCHER	9/26/2001	13
41681	BOUDREAU	MICHAEL	53	ENVIR HEALTH AGENT	9/10/2001	13
41689	SULLIVAN	ELLEN	54	(S) CHILDREN'S ROOM ASSOCIATE	9/4/2001	13
41780	CALHOUN	SUSAN	21	ADMINISTRATIVE ASSISTANT	1/3/2002	12
42048	FAMANIA	GILBERTO	22	CUSTODIAN ASSISTANT NIGHT	12/16/2002	12
41819	HEFFLER	STEVEN	45	WORKING FOREMAN W/LICENSE	2/21/2002	12
41797	RUDD	SHAWN	46	SKILLED LABORER	1/16/2002	12
41794	NORRIS	KERI	50	FIRE LIEUTENANT 4YRS SVS	1/22/2002	12
43443	BAZIGIAN	ERIC	51	POLICE PATROLMAN	12/2/2002	12
41989	WATKINS	MARYLEE	51	EXECUTIVE ASSISTANT POLICE	8/26/2002	12
42108	REDDOCH	TERESA	16	ADMINISTRATIVE ASSISTANT	5/12/2003	11
42128	D'AGOSTINO	MARK	22	CUSTODIAN - JR II AFTERNOON	6/16/2003	11
42265	RODRIGUES	DAVID	22	CUSTODIAN SR II	10/27/2003	11
42281	CARR	THERESA	30	ADMINISTRATIVE ASSISTANT	11/17/2003	11
41898	CARRIGG	THOMAS	44	SKILLED LABORER	10/21/2003	11
41262	PALMER	JAYSON	44	SANITATION DRIVER	2/10/2003	11
3820	JONES	JUDITH	46	ADMINISTRATIVE ASSISTANT	9/15/2003	11
42285	DICICCO	DAVID	50	FIREFIGHTER	12/1/2003	11
42286	LIPOMA	VICTOR	50	ACTING FIRE DEPUTY CHIEF	12/1/2003	11
42288	MABARDY	NICHOLAS	50	FIREFIGHTER	12/1/2003	11
41408	RODRIGUEZ	CHRISTIAN	51	POLICE PATROLMAN	11/26/2003	11
42242	HULING	ROSEMARY	54	(S) BOOKMOBILE LIBRARIAN	9/29/2003	11
42601	CLARK	LINDA	13	BENEFIT MANAGER	12/13/2004	10
42564	CALDERON	ISMAEL	22	CUSTODIAN - JR I NIGHT	10/12/2004	10
42572	LINDSEY	GERARD	22	CUSTODIAN - JR II AFTERNOON	10/25/2004	10
42319	OTERO	OSCAR	22	CUSTODIAN - SR I DAY	5/12/2004	10
42536	PLANT	MARK	22	CUSTODIAN - SR I DAY	9/20/2004	10
42383	BROWN	ROBERT	46	NIGHT OPERATOR TRMNT PLANT	5/5/2004	10
42457	LEMONT	JOHN	49	CRAFTSMAN	7/21/2004	10
42459	CARUSO	ANTHONY	50	FIREFIGHTER/PARAMEDIC	8/11/2004	10
42460	QUIGLEY-BOYLAN	TANYA	50	FIREFIGHTER/PARAMEDIC	8/11/2004	10
42388	CARNEY	MARY	51	ADMINISTRATIVE ASSISTANT	5/10/2004	10
42388	CARNEY	MARY	51	ADMINISTRATIVE ASSISTANT	5/10/2004	10
42329	CONAWAY	BRETT	51	POLICE SERGEANT	2/23/2004	10
41263	FITZGERALD	KENNETH	51	POLICE PATROLMAN	9/7/2004	10
42558	KELLEY	KEVEN	51	POLICE PATROLMAN	10/18/2004	10
42559	LANOUE	GREGORY	51	POLICE PATROLMAN	10/18/2004	10
42560	SUTHERLAND	JASON	51	POLICE PATROLMAN	10/18/2004	10
42317	COTTER	JEAN	53	EXECUTIVE ASSISTANT 1116 CLKS	1/27/2004	10
42317	COTTER	JEAN	53	EXECUTIVE ASSISTANT 1116 CLKS	1/27/2004	10
42442	MERCER	LEILA	53	PUBLIC HEALTH NURSE	7/1/2004	10
42442	MERCER	LEILA	53	PUBLIC HEALTH NURSE	7/1/2004	10
41003	MARSHALL	JONATHAN	56A	DIRECTOR PARKS & REC SVS	6/1/2004	10
42337	MEAGHER	PETER	60	MANAGER SASSAMON TRACE GOLF CR	3/5/2004	10
42740	MARSHALL	CARL	17	ASSISTANT ASSESSOR	8/1/2005	9

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42738	NIEDBALA	CAROL	17	ASSISTANT ASSESSOR	8/1/2005	9
42737	GRAVELINE	KERRY	19	EXECUTIVE ASSISTANT 1116 CLKs	7/21/2005	9
42672	CHECKET	HELEN	30	SOCIAL WORKER COORDINATOR	4/11/2005	9
42644	DIGIACOMO	JOHN	42	ASSISTANT TOWN ENGINEER	2/16/2005	9
42742	HAYNES II	WESLEY	43	WORKING FOREMAN	8/3/2005	9
42662	AMES	RICHARD	46	GIS/TECHNOLOGY COORDINATOR	3/28/2005	9
42630	BROGAN	KELLY	50	FIREFIGHTER/PARAMEDIC	1/26/2005	9
42743	CHAMBERLAIN	IAN	50	FIREFIGHTER	8/3/2005	9
42819	CONDLIN	M PAMELA	50	ADMINISTRATIVE ASSISTANT	9/6/2005	9
42891	FERRARI	ADAM	50	FIREFIGHTER/PARAMEDIC	12/28/2005	9
6666	LINTON	BRIAN	50	FIRE LIEUTENANT 4YRS SVS	8/3/2005	9
42892	SANSOSSIO	CIRO	50	FIRE LIEUTENANT 4YRS SVS	12/28/2005	9
41494	BAUR	SUSAN	51	CIVILIAN DISPATCHER	9/28/2005	9
41106	HALL	RYAN	51	POLICE PATROLMAN	10/8/2005	9
42289	HOWARD	CHAD	51	POLICE SERGEANT	10/11/2005	9
42840	LACERRA	SCOTT	51	POLICE PATROLMAN	10/11/2005	9
42640	MANCUSO	MARYJO	66	RETIRE BD EXECUTIVE ASS'T	2/14/2005	9
43095	WHITE	MARTHA	13	TOWN ADMINISTRATOR	9/13/2006	8
42983	WIGHT	JAMES	22	CUSTODIAN - JR I AFTERNOON	6/20/2006	8
42456	HANSEN	JEFFREY	42	RECORDS AND PERMITS ENGINEER	8/23/2006	8
42942	CORNELIUS	MATTHEW	44	TRASH COLLECTOR	4/26/2006	8
42946	IVESON	JEFFREY	44	SANITATION DRIVER	5/3/2006	8
43105	PYNE	DANIEL	44	SKILLED LABORER	9/20/2006	8
42948	COTTER	WILLIAM	49	SKILLED LABORER	5/17/2006	8
42997	CORLISS	BRETT	50	FIREFIGHTER	7/5/2006	8
43020	NGUYEN	TOAN	51	POLICE PATROLMAN	8/28/2006	8
43021	PAYNE	RYAN	51	POLICE PATROLMAN	8/28/2006	8
3853	CHENARD	WILLIAM	13	DEPUTY TOWN ADMINISTRATOR	11/28/2007	7
43356	HANSEN	NANCY	19	ADMINISTRATIVE ASSISTANT	10/9/2007	7
43358	JORDAN	CHRISTOPHER	22	CUSTODIAN - SR I DAY	10/17/2007	7
41247	CAISSIE	BRIAN	44	SKILLED LABORER	6/15/2007	7
43366	FRANCIOSE	JOSEPH	44	SANITATION DRIVER	10/24/2007	7
43188	BALCOM	ANDREW	50	FIRE LIEUTENANT 4YRS SVS	3/21/2007	7
43164	MULLEN II	MATTHEW	50	FIREFIGHTER/PARAMEDIC	1/3/2007	7
43204	WILLIAMSON	ERIC	50	FIREFIGHTER/PARAMEDIC	4/18/2007	7
43423	LOFTUS	ERIN	51	CIVILIAN DISPATCHER	12/26/2007	7
43163	MUNGER	SEAN	51	POLICE PATROLMAN	1/29/2007	7
43367	FINLAY	JANE	54	ASSISTANT DIRECTOR LIBRARY	10/22/2007	7
8206	PACKER	DIANE	20	REGISTRAR	5/7/2007	7
42949	PACKER	DIANE	19	TOWN CLERK	4/6/2010	4
43597	MERKEL	JOSEPH	21	HOUSING/GENERAL PLANNER	9/22/2008	6
43456	KENNEY	PATRICK	22	CUSTODIAN - JR I NIGHT	5/20/2008	6
43576	MILLER	DEIRDRE	22	CUSTODIAN - JR I AFTERNOON	9/2/2008	6
43614	PORTER	EDWARD	22	MAINTENANCE III	10/29/2008	6
43518	RINES	DAVID	22	CUSTODIAN - SR I DAY	8/13/2008	6
43566	BUDD	DEBRA	30	OUTREACH COORDINATOR	9/2/2008	6
43422	FISHER JR	KENNETH	43	GENERAL FOREMAN	2/20/2008	6
42340	D'INNOCENZO	MATTHEW	50	FIREFIGHTER/PARAMEDIC	2/13/2008	6
43522	WEITSEN II	RICHARD	50	FIREFIGHTER/PARAMEDIC	8/18/2008	6
43444	BUTLER	THOMAS	51	POLICE PATROLMAN	4/22/2008	6
43608	O'SHAUGHNESSY	JAMES	51	POLICE PATROLMAN	10/20/2008	6
43609	SHOWSTEAD	CHRISTOPHER	51	POLICE PATROLMAN	10/20/2008	6
43445	WADE	SCOTT	51	POLICE PATROLMAN	4/22/2008	6

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43626	KYRIAKIS	DEMETRIOS	54	(S) SUPERVISOR REFERENCE SVS	12/10/2008	6
43848	BLATZ	DEBRA	19	ADMINISTRATIVE ASSISTANT	11/30/2009	5
42462	FOWLER	CHRIS	22	CUSTODIAN - JR I NIGHT	2/23/2009	5
43682	UMBRELL	PATRICIA	26	FARM OFFICE ADMINISTRATOR	3/23/2009	5
43692	MCNALLY	LORRAINE	30	ASSIST DIRECTOR COUNCIL AGING	4/6/2009	5
41648	CRISAFULLI	SAMUEL	46	CRAFTSMAN	7/1/2009	5
43683	ARSENAULT	DIANNE	50	EXECUTIVE ASSISTANT FIRE	3/25/2009	5
43645	COLBY	AUBREY	51	CIVILIAN DISPATCHER	1/5/2009	5
43756	STETSON	LINDA	54	DIRECTOR MORSE INSTITUTE	7/20/2009	5
43880	TRANFAGLIA	RICHARD	13	DIRECTOR PERSONNEL	2/8/2010	4
43901	CAREW	PAUL	29	VETERANS SERVICES OFFICER	3/29/2010	4
43911	MURPHY	BENJAMIN	43	MECHANIC WELDER	5/19/2010	4
43881	CAISSIE	MICHAEL	44	SANITATION DRIVER	2/10/2010	4
43706	BURKE	KENNETH	46	STATION OPER LAB TECH	6/7/2010	4
44063	MILLER	AARON	46	STATION OPER LAB TECH	11/3/2010	4
43189	DANGELO	KEVIN	50	FIRE LIEUTENANT 4YRS SVS	10/22/2010	4
44029	MIX	CHRISTOPHER	50	FIREFIGHTER/PARAMEDIC	10/13/2010	4
43888	ANDERSON	JANE	53	ENVIR HEALTH AGENT	3/3/2010	4
44298	EDWARDS	KAREN	30	VOLUNTEER CORDINATOR FTIME	10/18/2011	3
44177	MUI	NELSON	41	DPW DATA ANALYST	7/5/2011	3
44200	RUDY	RYAN	43	MECHANIC WELDER	7/26/2011	3
44138	WILHELM	MITCHELL	43	MECHANIC WELDER	4/27/2011	3
44223	DANGELO	KEITH	44	SKILLED LABORER	8/17/2011	3
44222	HOLMGREN	PAUL	44	SKILLED LABORER	8/17/2011	3
42109	HENDRY	JAMIE	45	PUMPING STATION OPERATOR	7/14/2011	3
44131	LIENHARD	THOMAS	46	STATION OPERATOR W/LICENSE	3/30/2011	3
44307	MELLOR	JUSTIN	50	FIREFIGHTER/PARAMEDIC	10/19/2011	3
44127	HICKS	JAMES	51	POLICE CHIEF	3/28/2011	3
43878	CIOCCA	DANIEL	51	STUDENT OFFICER	6/15/2011	3
44311	DIMODICA	CHRISTOPHER	51	POLICE PATROLMAN	11/2/2011	3
44310	MABARDY	MICHAEL	51	POLICE PATROLMAN	11/9/2011	3
44375	ROCHE	PETER	14	PROCUREMENT OFFICER	2/1/2012	2
44409	SHAUGHNESSY	MARGARET	14	STAFF ACCOUNTANT	3/19/2012	2
44365	SKIPPER	JULIE	14	PAYROLL MANAGER	1/9/2012	2
44678	GOLDMAN	ALLISON	16	ADMINISTRATIVE ASSISTANT	12/17/2012	2
44424	LIBBY	ERIC	21	LOCAL BUILDING INSPECTOR	4/9/2012	2
44462	COMERFORD	PAUL	22	FACILITY SERVICES DIRECT-BW	6/4/2012	2
44479	COXALL	KEVIN	22	MAINTENANCE MANAGER	6/18/2012	2
44510	LUZ	STEPHANIE	22	SPECIAL ASST MAINT DIRECTOR	8/13/2012	2
8710	MOORES	DAVID	22	MAINTENANCE II	8/28/2012	2
44557	WHITE	GREGORY	22	CUSTODIAN - SR I DAY	8/27/2012	2
44641	DAUKSZ	MATTHEW	43	MECHANIC WELDER	11/14/2012	2
44081	DINNOCENZO	DANIEL	45	HEAVY EQUIPMENT OPERATOR	9/5/2012	2
44442	GOODHIND	ARTHUR	49	DIVISION SUPERVISOR	5/16/2012	2
44377	DONOVAN	JOSHUA	50	FIREFIGHTER/PARAMEDIC	2/8/2012	2
44400	LAMME	DANIEL	50	FIREFIGHTER/PARAMEDIC	3/7/2012	2
44378	LATAWIEC	WOJCIECH	50	FIREFIGHTER/PARAMEDIC	2/8/2012	2
44655	SALVUCCI	MICHAEL	50	FIREFIGHTER/PARAMEDIC	11/28/2012	2
44654	STEVENSON	ROBERT	50	FIREFIGHTER/PARAMEDIC	11/28/2012	2
44401	GOODWIN	CHARLES	51	CIVILIAN DISPATCHER	3/12/2012	2
44402	GUNTER	TROY	51	CIVILIAN DISPATCHER	3/19/2012	2
42375	KILLEEN	RYAN	51	POLICE PATROLMAN	9/24/2012	2
43216	MELNIK	SERGEY	51	POLICE PATROLMAN	9/24/2012	2

EMPLOYEE ANNIVERSARY YEARS - AS OF 01/01/2015


FULL TIME

44427	FRIEDMAN	AARON	56A	DIRECTOR REC PROGRAM / SP EVEN	4/9/2012	2
45009	COX	MAEGAN	21	ADMINISTRATIVE ASSISTANT	12/2/2013	1
42399	GUSMINI	DAVID	21	BUILDING COMMISSIONER	9/10/2013	1
44156	HALLORAN	DANIEL	22	CUSTODIAN - JR I AFTERNOON	7/1/2013	1
44740	RICHARD	MAURICE	22	MAINT MECHANIC IV	4/29/2013	1
44989	TOWNSEND	CASEY	26	ASSIST DIRECTOR FARM	10/28/2013	1
44731	LAMBERT	JEMMA	30	DIRECTOR OF COMMUNITY SERVICES	4/16/2013	1
44954	HUGHES	AMANDA	30	DEPARTMENT ASSISTANT	10/7/2013	1
44968	LENTINI	KATHLEEN	31	COMMUNICATIONS/ INFO OFFICER	10/21/2013	1
44054	CROSBY	JOSEPH	44	SKILLED LABORER	7/31/2013	1
44872	THOMPSON	MARK	44	SANITATION DRIVER	7/31/2013	1
44680	HARTLEY	JEFFREY	45	SKILLED LABORER	1/2/2013	1
44699	BOUVIER	DOUGLAS	50	FIREFIGHTER/PARAMEDIC	1/23/2013	1
44792	CORBETT	ASHLEY	50	FIREFIGHTER/PARAMEDIC	7/10/2013	1
44793	DODGE	KENNETH	50	FIREFIGHTER/PARAMEDIC	7/10/2013	1
44795	GENTILE	ALAN	50	FIREFIGHTER/PARAMEDIC	7/10/2013	1
44804	WARREN	PATRICK	50	FIREFIGHTER/PARAMEDIC	7/10/2013	1
44708	TAYLOR	SEAN	51	POLICE PATROLMAN	3/11/2013	1
44700	ARMANDO	KRISTOFFER	60	SUPERINTENDANT GOLF COURSE	2/4/2013	1
44709	MCDOWELL	KURT	60	ASSIST MANAGER GOLF COURSE	2/25/2013	1
45038	TOWNE	JEFFREY	13	DEPUTY TA / FIN DIRECTOR	1/6/2014	
45108	FARRAR	SARAH	13	PERSONNEL COORDINATOR	3/19/2014	
45326	LESHOWITZ	AMANDA	13	EXECUTIVE ASSISTANT PTIME	9/17/2014	
45360	WILSON MARTIN	JILLIAN	13	SUSTAINABILITY COORD	11/12/2014	
45054	CAHILL	VIRGINIA	14	COMPTROLLER	2/3/2014	
45264	PRICE	STEPHEN	16	COLLECTOR TREASURER	8/25/2014	
45048	PHILLIPSON	CATHERINE	16A	ADMINISTRATIVE ASSISTANT	1/15/2014	
44801	KORPI	ERIKA	22	CUSTODIAN - JR I AFTERNOON	4/2/2014	
45033	NOONAN	KENNETH	22	MAINTENANCE III	1/2/2014	
45358	RAMSEY	SUSAN	30	DIRECTOR COA/HUMAN SERV	11/12/2014	
45050	FAGAN	ELIZABETH	30	SPECIAL ASSIST TO DIR COM SERV	1/15/2014	
45378	MARSETTE	JEREMY	41	DIRECTOR DEPT. PUBLIC WORKS	12/17/2014	
45155	ROCKWOOD	KEVIN	43	MECHANIC WELDER	6/5/2014	
45332	OLSON	PATRICK	44	SKILLED LABORER	9/24/2014	
45154	PEARSON	JARED	44	SKILLED LABORER	6/18/2014	
45331	VIDINHA	SHAUN	44	SKILLED LABORER	9/24/2014	
45049	CORLESS	JAMES	45	SKILLED LABORER	1/22/2014	
45329	IODICE	THOMAS	45	SKILLED LABORER	9/17/2014	
45164	DUPRE	DEREK	50	FIREFIGHTER/PARAMEDIC	6/11/2014	
45163	MARASHIO	JOSEPH	50	FIREFIGHTER/PARAMEDIC	6/11/2014	
41468	BOUDREAU	KYLE	51	POLICE PATROLMAN	1/13/2014	
41468	BOUDREAU	KYLE	51	POLICE PATROLMAN	1/13/2014	
45330	HANSS	BRANDON	51	POLICE PATROLMAN	9/29/2014	
45311	MORAN	TRAVIS	51	STUDENT OFFICER	12/8/2014	
45235	MORRISON	ELIZABETH	51	CIVILIAN DISPATCHER	8/4/2014	
45312	PAYTON	KENNETH	51	STUDENT OFFICER	9/15/2014	
45263	PUNCH	DYLAN	51	STUDENT OFFICER	9/15/2014	
44779	SHAW	LAURIE	53	DEPARTMENT ASSISTANT	5/8/2014	
45216	BARTOS	DAVID	54	(H) REFERENCE LIBRARIAN	7/23/2014	
45156	FOSDICK	ROBIN	54	(S) PROFESSIONAL LIBRARIAN	6/4/2014	
45156	FOSDICK	ROBIN	54	(S) PROFESSIONAL LIBRARIAN	6/4/2014	
45255	JAIN	MEENA	55	DIRECTOR BACON FREE	8/11/2014	
43619	KEEFE	BRENNA	56A	SPECIALIST	10/17/2008	

EMPLOYEE ANNIVERSARY YEARS - AS OF 01/01/2015

FULL TIME

8748	BURKE	MICHAEL	56A SPECIALIST	8/10/2011
44202	EHLE	CAMERON	56A SR. COUNSELOR	7/13/2011

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Town of Natick 2015

- Legend
- Mass Pike (I-90)
 - Route
 - Major Road
 - Local
 - Access/Ramp
 - Scenic Road



Cartography By Richard Ames, GISP

Street index on Reverse

ABBOTT RD	15	BUNKER LN	58	DAVID DR	36	FOLEY DR	26	HOMEWARD LN	47	LINDEN ST	19	NAPLES RD	21	POINT ST	49	SOUTH MAIN ST	51	VILLAGE WAY	47	
ADAMS ST	44	BURNING TREE RD	40	DAVIS BROOK DR	62	FORD CT	51	HOMEWARD RD	39	LINWOOD RD	39	NASHOBAB CIR	26	POND RIDGE RD	61	SOUTH ST	68	VIRGINIA RD	32	
ALDEN ST	4	BURNING TREE TER	40	DEAN RD	24	FOREST AVE	43	HOPEWELL FARM RD	71	LODGE LN	33	NEIL CIR	26	POND ST	43	SPEEN ST	10	VISION DR	19	
ALGER ST	54	BYRON RD	21	DEEPWOODS DR	68	FOREST AVE EXT	51	HOVEY AVE	4	LODGE RD	41	NELSON CT	51	PONDVIEW CIR	4	SPOONER AVE	49	WABAN ST	43	
ALGONQUIAN DR	45	CABOT ST	4	DEER PATH	61	FOREST ST	43	HOWE ST	31	LOIS ST	27	NELSON ST	51	PORTER RD	23	SPRING ST	43	WALCOTT ST	51	
ALLEN CT	43	CAMPUS DR	50	DEERFIELD LN	27	FOREST ST	43	HUDSON ST	49	LOKER ST	26	NERN ST	36	POSSUM HOLLOW LN	25	SPRING VALLEY RD	13	WALDEN DR	48	
ALLEN ST	44	CAPE ST	64	DEVIN DR	8	FOSKETT CT	35	HUNTERS HILL CT	43	LONGFELLOW RD	14	NEW HAMPSHIRE AVE	21	POST OAK LN	48	SPRUCE LN	48	WALKUP CT	45	
ALLISON WY	66	CARLISLE TER	28	DEWEY ST	44	FOXHILL DR	9	HUNTERS LN	60	LONGVIEW ST	31	NEW RD	18	PREBLE ST	51	SQUIRE CT	48	WALNUT AVE	19	
AMBLER CT	51	CARLSON CIR	58	DIAMOND ST	43	FRANCES AVE	33	HUNTINGTON ST	14	LOOKOUT AVE	49	NEW RD	40	PRESBRY PL	60	ST MARYS DR	54	WALNUT HILL DR	36	
ANDREW CIR	4	CARSHA DR	66	DIGREN RD	28	FRANCONIA AVE	27	HURON DR	8	LOOKOUT FARM RD	70	NEWFIELD DR	40	PRESCOTT AVE	48	ST THOMAS AVE	64	WALNUT PARK RD	20	
APPLE RIDGE DR	78	CARTER DR	37	DONCASTER DR	33	FRANKLIN ST	36	ICE HOUSE LN	59	LOTUS PATH	12	NEWMAN CIR	9	PRINCETON RD	21	STACEY ST	40	WALNUT ST	20	
APPLETON RD	13	CARVER HILL ST	63	DONOVAN LN	36	FRONT ST	54	INDIAN RIDGE RD	78	LOWELL RD	18	NIMITZ CIR	29	PROCTOR ST	49	STAGG DR	25	WARING RD	12	
APPLETREE LN	12	CASWELL ST	55	DORSET LN	37	FROST ST	3	INDIAN RIDGE WAY	78	LUPINE ST	19	NOBBY LN	43	PROSPECT ST	40	STANLEY ST	19	WARREN RD	64	
AQUEDUCT RD	68	CECIL RD	24	DOTTIES CT	7	GANNETT RD	21	INDIAN ROCK RD	2	LYMAN ST	13	NOKOMIS WAY	53	PRYOR RD	7	STEPPING STONE LN	69	WASHBURN CT	51	
ARBOR CIR	37	CEDAR AVE	51	DOUGLAS AVE	70	GARDEN RD	39	INDIAN SPRINGS RD	78	LYNN ST	25	NOLIN ST	39	PUMPKIN PINE RD	39	STETSON RD	24	WASHINGTON AVE	43	
ARCADIA RD	26	CEDAR ST	54	DOVER RD	64	GARFIELD ST	44	INGLESIDE RD	15	MACARTHUR RD	21	NONESUCH DR	4	PURINGTON AVE	25	STEVEN CIR	37	WASHINGTON ST	36	
ARCHER DR	25	CEDAR TER	60	DRAPER ST	49	GIBBS ST	20	IRVING RD	13	MADISON ST	52	NORTH AVE	36	QUINCE ST	51	STILLMAN CIR	56	WATER ST	55	
ARLINGTON CIR	20	CEMETERY ST	42	DRURY LN	13	GIBSON RD	31	IVY LN	31	MADONNA ST	31	NORTH MAIN ST	6	RABBIT RUN RD	25	STILLMAN ST	56	WATERVIEW LN	63	
ARLINGTON RD	14	CENTRE ST	20	DURANT RD	50	GILBERT ST	35	JACKSON CT	26	MAGNOLIA RD	12	NORTH PLEASANT ST	26	RANDALL CT	43	STILLWATER CIR	37	WATSON ST	41	
ARROW PATH	53	CHALCOM CIR	68	DWIGHT AVE	13	GILMORE AVE	55	JACQUELINE CIR	19	MAIN ST	44	NORTHWOOD LN	2	RANGER RD	32	STONE TER	31	WAYSIDE RD	66	
ARTHUR ST	27	CHARLES ST	27	DWIGHT AVE EXT	13	GLEN ST	63	JAMESON ST	60	MAINE AVE	21	NOTTINGHAM DR	25	RATHBUN RD	4	STONEBRIDGE CIR	40	WEBSTER ST	52	
ASH ST	12	CHERYL RD	25	EAST CENTRAL ST	30	GLENWOOD ST	69	JEFFERSON ST	52	MAINSTONE RD	2	OAK HILL RD	4	RAY ST	4	STONES END RD	60	WEDGEWOOD RD	13	
ATHERTON ST	51	CHESTER ST	44	EAST EVERGREEN RD	12	GORDON RD	12	JENNIFER CIR	49	MALDEN ST	44	OAK KNOLL RD	6	REDMEN DR	59	STRATFORD RD	6	WELLESLEY AVE	40	
AUBURN ST	54	CHESTNUT ST	27	EAST ST	44	GRACE CIR	51	JENNINGS POND RD	21	MANCHESTER PL	45	OAK ST	8	RETROP RD	37	STRATHMORE RD	24	WELLESLEY RD	15	
AUSTIN WAY	28	CHIEFTAIN LN	53	EASTLEIGH LN	59	GRANBY RD	33	JENNISON CIR	4	MANOR AVE	20	OAKLAND ST	51	REYNOLDS AVE	43	STRAWBERRY HILL RD	37	WELLESLEY RD EXT	15	
AUTUMN LN	48	CHRISLIN WAY	6	EDEN ST	40	GRANDVIEW ST	52	JOSHUA PATH	60	MANSFIELD ST	44	OAKLAND ST EXT	51	RHODE ISLAND AVE	21	SUMMER ST	43	WELLS ST	21	
AVON LN	25	CHRYSLER RD	16	EDGEWOOD AVE	52	GRANT ST	44	JUDITH RD	26	MAPLE AVE	50	OAKLAND TER	50	RICE ST	36	SUMMIT RD	36	WENTWORTH RD	19	
AVON ST	44	CHURCH ST	44	EDSON RD	69	GREAT ROCK CIR	48	JUNIPER LN	52	MAPLE ST	43	OAKRIDGE AVE	29	RICHARD RD	13	SUNDANCE WAY	52	WEST CENTRAL ST	39	
AZALEA CIR	52	CIRCULAR AVE	51	EDWARDS RD	41	GREEN ST	49	JUSTIN RD	68	MARIE PATH	57	OLIVER ST	51	RICHMOND RD	21	SUNNYSIDE RD	18	WEST ST	50	
BACON ST	26	CLARENDON ST	44	EISENHOWER AVE	29	GREENLEAF ST	31	KANSAS ST	34	MARION ST	36	OLIVIER ST	31	RIDGE AVE	25	SUNSET PATH	12	WESTERN AVE	43	
BADGER AVE	63	CLARKS CT	43	ELIOT HILL RD	68	GREENWOOD RD	24	KAPRELIAN CT	18	MARJORIE LN	49	ORCHARD RD	21	RIVER ST	55	SUNSHINE AVE	15	WESTFIELD RD	40	
BAILEY HILL RD	63	CLAYBROOK RD	70	ELIOT ST	54	GRISTMILL LN	73	KAREN LN	57	MARK ST	7	OTIS ST	15	RIVERBEND DR	68	SUPERIOR DR	17	WESTLAKE RD	12	
BARCHSTEAD PL	50	CLEARVIEW DR	52	ELM ST	43	GROVE RD	21	KATIE PATH	57	MARSHALL AVE	48	OVERBROOK TER	21	ROBINHOOD RD	25	SURREY LN	32	WESTVIEW AVE	44	
BARNESDALE RD	24	CLIFTON RD	25	ELMWOOD AVE	51	GROVE ST	35	KEANE RD	21	MARSHALL RD	29	OVERHILL RD	27	ROCKLAND ST	60	SYLVESTER RD	58	WESTVIEW RD	47	
BASS RD	21	CLOVER LN	62	ELWIN RD	31	GROVE TER	21	KEANE TER	21	MARSTON LN	69	OVERLOOK RD	29	ROCKLAND TER	66	SYLVIA AVE	48	WESTVIEW TER	44	
BASS TER	21	CLOVER TER	62	EMERSON ST	13	GUYS WAY	37	KELLEY WAY	27	MASS. AVE	21	OXBOW RD	39	ROCKRIDGE RD	68	TAMARACK RD	39	WESTWOOD RD	15	
BAY STATE RD	28	CLUBHOUSE LN	2	ENGLAND RD	58	HAISEY WAY	29	KELSEY RD	33	MASS. TPK	12	OXFORD ST	15	ROCKWOOD RD	53	TAYLOR AVE	43	WETHERSFIELD RD	19	
BAYBERRY RD	12	COACHMAN LN	31	ERIE DR	8	HAMMOND AVE	6	KENDALL LN	39	MATHEW CT	54	PALMER AVE	43	ROCKY HILL RD	51	TECH CIR	8	WHALEN LN	43	
BEACON ST	27	COBBLESTONE DR	67	ERLANDSON RD	21	HAMMOND RD	6	KIMBALL CT	43	MEADOW POND LN	58	PAMELA RD	8	ROLLING LN	30	TEMPLE ST	43	WHEELER LN	19	
BEACONSFIELD DR	27	COCHITUATE ST	43	ERNEST DR	62	HAMMOND RD EXT	6	KINSMAN PL	35	MEADOW ST	26	PARK AVE	19	ROSEWOOD LN	8	TERRACE RD	28	WHISPERING LN	61	
BEAR HILL RD	60	COHNS ST	64	ESSEX RD	23	HAMPSHIRE DR	19	KNOX CT	51	MECHANIC ST	35	PARK ST	44	ROUNDWOOD RD	28	TERRANE AVE	19	WHITCOMB ST	49	
BEAVER DAM RD	32	COLBURN ST	52	EUCUID AVE	14	HAMPTON RD	25	KYLIE LN	58	MEETING HOUSE LN	27	PARKER CT	43	ROXBURY AVE	43	THERESA LN	57	WHITNEY CIR	9	
BEE ST	44	COLEMAN CT	26	EUCUID CIR	14	HARDING RD	56	LACONIA RD	21	MEGONKO RD	18	PARKMAN ST	35	RUNNINGBROOK CIR	13	THIRD ST	26	WHITRIDGE RD	72	
BELLEVUE RD	43	COLLEGE RD	30	EVANS DR	6	HARDWICK RD	23	LACOSTA DR	40	MELODY WAY	40	PARKVIEW ST	52	RUSSELL CIR	13	THOMPSON CT	43	WHITTIER RD	15	
BELMORE RD	41	COLLINS AVE	50	EVERETT ST	71	HARP CT	54	LAGRANGE ST	35	MELVIN RD	21	PARSONS WAY	63	RUTLEDGE LN	18	THOREAU CT	48	WHITTIER RD EXT	15	
BELVIDERE ST	35	COLUMBIA AVE	25	EVERETT TER	72	HARRISON ST	43	LAKE ST	35	MERCER RD	24	PATTON RD	29	RUTLEDGE RD	18	TIBBETTS ST	36	WIGHT FARM RD	27	
BENNETT ST	51	COMMON ST	44	EVERGREEN RD	11	HARTFORD ST	24	LAKESHORE RD	18	MEREDITH PATH	30	PAUL ST	20	SADDLEBROOK RD	2	TIMBER LN	25	WILDMEADOW LN	66	
BERKELEY RD	62	COMMONWEALTH RD	FAIRBANKS PL	27	HARVARD ST	36	LAKESIDE AVE	4	MERIFIELD LN	72	PAULINE DR	37	SAMUEL PATH	57	SANCTUARY BLVD	61	TOURNAMENT RD	40	WILDWOOD PL	33
BEVERLY RD	14	CONCORD PL	43	FAIRS LN	69	HARVARD ST EXT	36	LAKEVIEW AVE	49	MERRILL RD	63	PAYSON RD	35	SASSAMON RD	78	TOWER CT	27	WILLOW ST	35	
BIGELOW AVE	35	CONCORD ST	43	FAIRVIEW AVE	50	HARVEST MOON DR	61	LAKESIDE AVE	26	MICHAEL TER	60	PEARL ST	43	SASSAMON RD	78	TOWNSEND CIR	49	WILGREEN RD	37	
BIRCH RD	12	CONCORD ST	43	FAIRWAY CIR	33	HARWOOD CIR	20	LAMPLIGHT CIR	31	MICHIGAN DR	9	PEGAN LN	75	SAWIN ST	36	TRAVERSE RD	21	WILSON ST	44	
BISHOP ST	31	CONNECTICUT AVE	21	FARM HILL RD	63	HARWOOD RD	14	LANES END	57	MIDDLE ST	36	PELHAM RD	31	SCARSDALE RD	53	TRAVIS RD	24	WINCH WAY	35	
BLOSSOM CIR	18	COOLIDGE AVE	52	FARRANT RD	13	HAWTHORNE ST	27	LANGDON RD	8	MIDDLESEX AVE	43	PENACOOK LN	45	SCHALLER ST	55	TUCKER ST	42	WINDSOR AVE	58	
BLUEBERRY HILL RD	31	COOPER RD	21	FARWELL ST	52	HAYES ST	44	LANTERN LN	77	MILFORD AVE	4	PENOBSCOT DR	45	SCHOOL ST	44	TYLER ST	26	WINNEMAY ST	35	
BLUESTONE WAY	67																			

For Information Regarding....

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POLICE/FIRE/AMBULANCE (EMERGENCY) 911

HOSPITAL

650-7000

Affordable Housing Officer	Community Development	647-6428
Birth Certificates	Town Clerk	647-6430
Building Permits	Building Department	647-6450
Burial Permits	Board of Health	647-6460
By-Laws, Town	Town Clerk	647-6430
Community Farm	Natick Community Farm	655-2204
Human Services/Council on Aging	Senior Citizen Center	647-6540
Death Certificates	Town Clerk	647-6430
Disabilities	Commission on Disabilities	647-6545
Dog Licenses	Town Clerk	647-6430
Environmental Issues	Environmental Compliance	647-6452
Fire (non-emergency)	Fire Department HQ	647-9550
Fishing & Hunting Licenses	Town Clerk	647-6430
Health	Board of Health	647-6460
Housing	Natick Housing Authority	653-2971
Library, Downtown	Morse Institute Library	647-6520
Library, South Natick	Bacon Free Library	653-6730
Licenses	Board of Selectmen	647-6410
Lights, Streetlight Maintenance	Department of Public Works	647-6550
Marriage Certificates	Town Clerk	647-6430
Personnel Department	Personnel Director	647-6471
Plumbing Permits	Building Department	647-6450
Police (non-emergency)	Police Department	647-9510
Recreation Workshops & Programs	Recreation & Parks Department	647-6530
Rubbish & Trash Collection	Department of Public Works	647-6550
School Department Administration	Administrative Offices	647-6500
Selectmen	Board of Selectmen	647-6410
Street Maintenance	Department of Public Works	647-6550
Tax Assessments	Board of Assessors	647-6420
Tax Bills/Collections	Office of the Tax Collector	647-6425
Veterans Affairs	Veterans Agent	647-6545
Voting, Registration, Elections	Board of Registrars	647-6459
Water Bills	Office of the Tax Collector	647-6425
Weights & Measures	Sealer of Weights & Measures	647-6400 X1350

